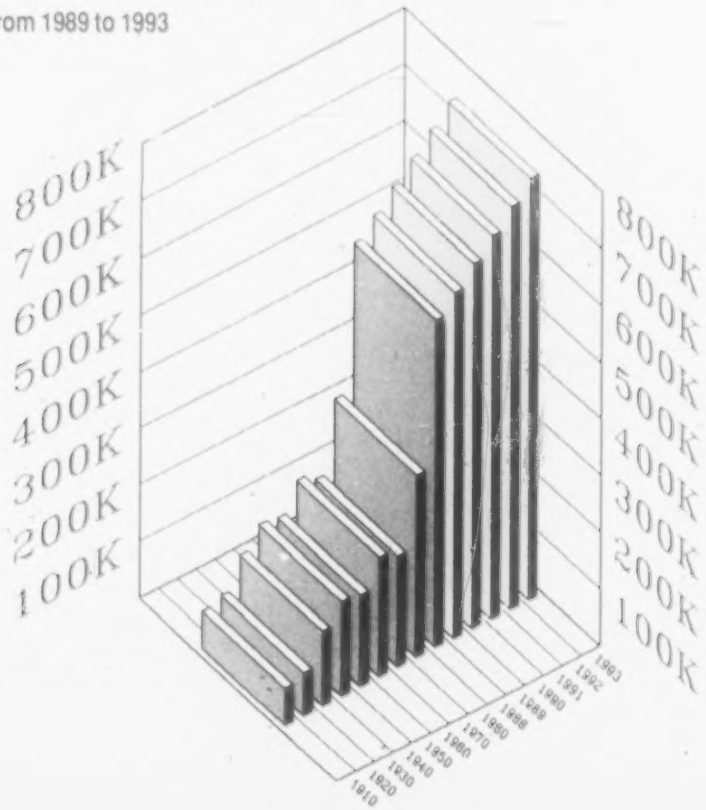
A1305-SU 11/89

Vital Statistics in Corrections

United States Prison Population

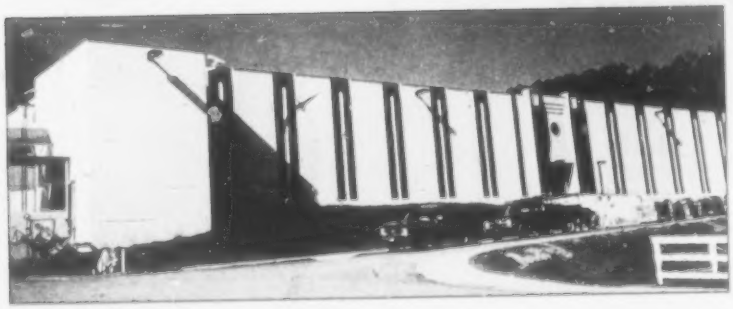
Projected from 1989 to 1993



THE AMERICAN CORRECTIONAL ASSOCIATION

ACA

7 Months, 18 Days...



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from the first pour of concrete to the move-in of the first inmate. The entire project, the San Francisco County Convertible Jail, a 300 bed facility, took little more than 12 months, plan to completion.

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Vital Statistics in Corrections

AGENCY PROFILES
Budgets & Services

PERSONNEL
Compensation & Benefits

THE CORRECTIONAL OFFICER
Education, Training & Pay

STATISTICS
Populations, Court Intervention & Death Penalty

EMPLOYEE ORGANIZATIONS
Unions & Employee Groups

1989

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FOREWORD

Every profession gathers vital statistics on the field they represent. That is why ACA began gathering and publishing these statistics in 1979. The demand for timely, accurate information has grown in relationship with the awareness of the public, the media, and criminal justice practitioners to the continuing crisis in corrections. We receive countless requests for information every working day. *Vital Statistics in Corrections* provides significant data on who's getting what, from maintenance to director, from line staff to wardens. This booklet is presented in summary form in many of the categories represented by tables and charts. Where possible, comparisons are made from previous years to show trends and directions. Many aspects of corrections are explored and statistics provided on budgets, institutional populations, jurisdictions under court order and the death penalty.

The most important thrust of *Vital Statistics in Corrections*, however, relates to correctional administrators and staff – their pay, fringe benefits, education and training. Agencies – adult and juvenile correctional departments, parole boards, probation and parole service providers – were questioned about unions and employee organizations, collective bargaining and the right to strike. There is added information on juvenile care workers and correctional officers. How do retirement requirements and benefits differ for correctional officers? Is there a maximum age beyond which employment as a correctional officer is prohibited?

These and many other interesting vital statistics will be found in the pages that follow.

Photo taken for National Correctional Officers Week ACA Poster

Photo by Evan Lasky/Foster & Associates

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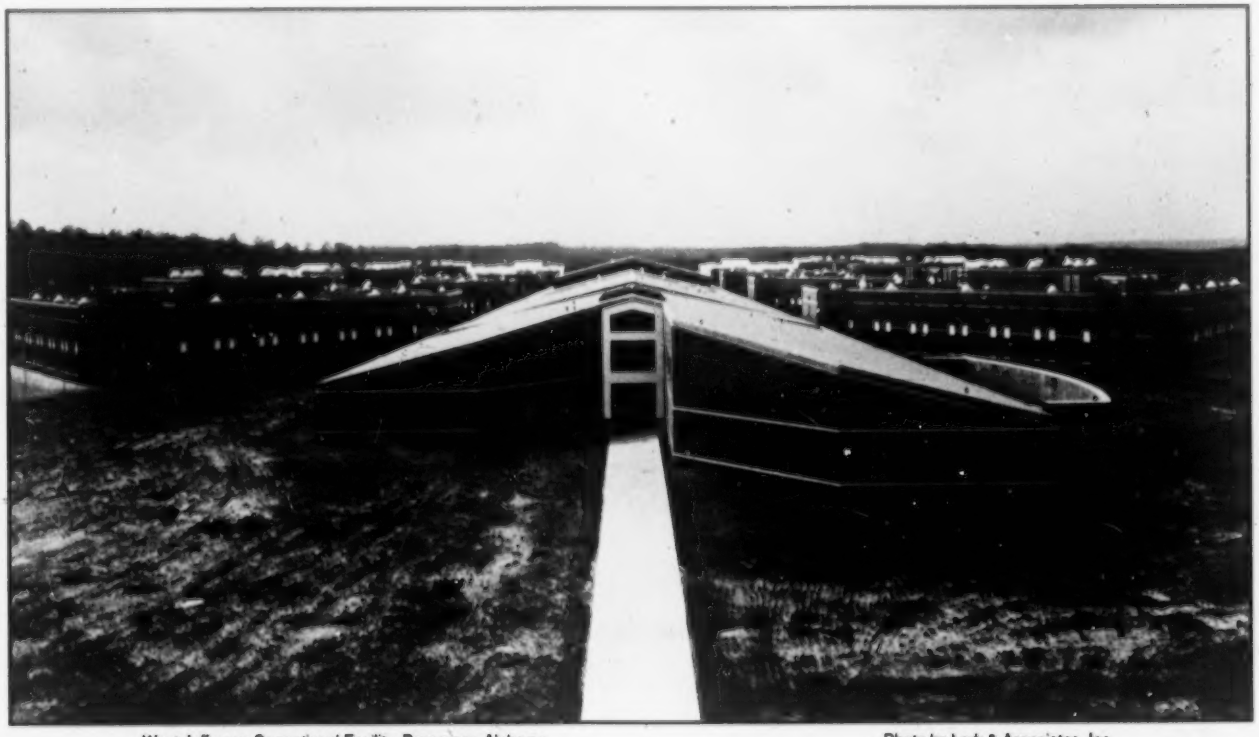
SECTION I

AGENCY PROFILES

Budgets & Services



West Jefferson Correctional Facility, Bessemer, Alabama

Photo by Lark & Associates, Inc.

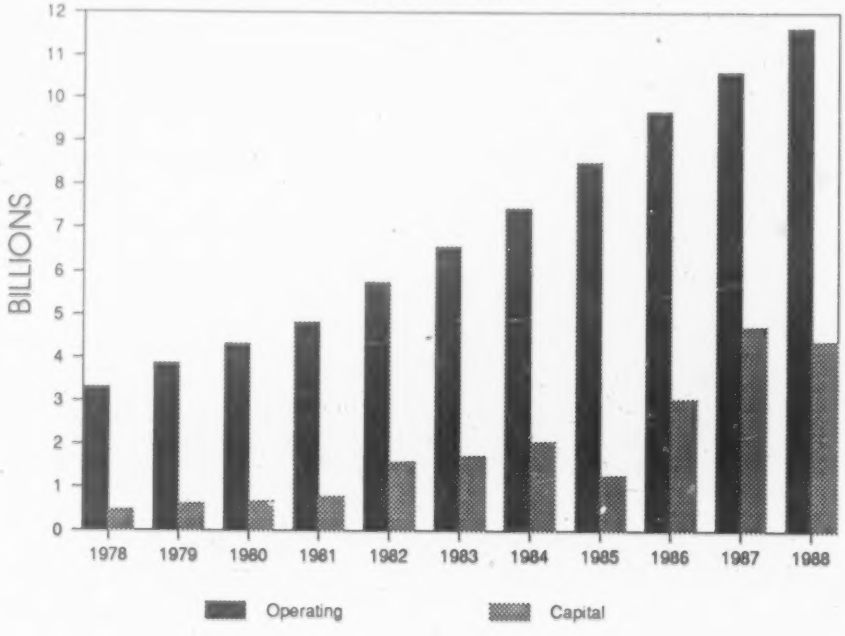
CORRECTIONAL DEPARTMENTS
OPERATING AND CAPITAL EXPENDITURE BUDGETS
(In millions, as of June 30, 1988)

	ADULT SYSTEM		JUVENILE SYSTEM	
State	Operating	Capital	Operating	Capital
AL	108.9	6.5	20.1	7.0
AK	94.6	0.9	15.9	3.4
AZ	240.3	40.0	†	
AR	48.0	24.0	7.8	0.1
CA	1,478.0	2,297.0[1]	271.6	4.1
CO	94.6	124.0[2]	27.0	4.4
CT	149.0	196.9	10.7	0.4
DE	60.0	3.5	8.8	0.9
FL	597.5	65.5	100.0	2.8
GA	299.4	0.1	61.7	0.0
HI	60.0	7.8	†	
ID	21.4	31.0	4.8	0.7
IL	430.4	39.6	†	
IN	188.4	2.6[B]	†	
IA	84.5	0.8	10.3	0.0
KS	109.0	29.3	14.1	0.0
KY	118.5	38.8	30.3	0.3
LA	203.1	2.7	†	
ME	44.8	18.3	†	
MD	245.2	27.0	85.8	2.4
MA	207.0	6.2[3]	55.6	0.9
MI	632.9	418.8[3]	53.4	4.5
MN	102.0	1.5	†	
MS	62.0	37.0	10.5	0.0
MO	166.1	3.4	15.6	0.2
MT	18.3	0.1	7.0	0.0
NE	45.2	0.0	†	
NV	51.1	34.7	10.0	0.5
NH	22.2	15.4	6.0	0.0
NJ	426.1	78.7	†	
NM	95.2	8.5	†	
NY	881.4	114.1	133.5	7.1
NC	278.8	19.0	43.0	5.7
ND	3.6[B]	0.6[B]	†	
OH	240.8[B]	25.8[B]	98.2	8.7
OK	139.4	11.3	14.2	3.5
OR	114.8	7.9	33.5	0.0
PA	261.0	0.0	32.9	0.3
RI	53.3	35.0[2]	9.2	5.5
SC	179.6	46.4	9.7	4.7
SD	17.1	1.0	†	
TN	253.8	3.4	†	
TX	507.2	322.5	56.8	0.0[4]
UT	57.4	16.9	15.5	0.7
VT	22.7	1.5	19.9	0.0
VA	384.9	95.2[B]	†	
WA	191.0	24.1[B]	38.9	2.6
WV	22.0	0.0	†	
WI	191.8	70.0	†	
WY	18.4.0	2.8	†	
Total	10,322.8	4,357.7	1,332.4	65.3
FBP	933.7	436.6[5]		
DC	191.9	42.1	36.3	5.9
NYC	579.8	162.0	20.8	4.1
PHL	67.9	0.2		

NOTES:
B Biennial budgets halved
† Combined adult and juvenile departments
1. Funding distributed over several fiscal years
2. Reflects 3 fiscal years
3. Fiscal year 1988
4. Most FY88 funds ($18 M) carried over to this year
5. Amounts contingent on final congressional action

In 1988 Capital Expenditure budgets were approved and funded to add over 72,000 new beds to state and federal correctional systems.

STATE CORRECTIONS' BUDGETS
1977-1988



NUMBER OF STAFF

FULL TIME STAFF	1-19	20-99	100-199	200-499	500-999	1,000-1,999	2,000-4,999	5,000-9,999	10,000-14,999	15,000-19,999	20,000 & over	No. Responding
	Percent of Respondents											
Corrections Depts/Adult					16.67	23.33	23.33	13.33	13.33	3.33	6.67	30
Corrections Depts /Juv			10.34	27.59	34.48	17.24	6.90				3.45	29
Corrections Depts /Ad,Juv				7.69	7.69	30.77	7.69	38.46	7.69			13
Corrections Divisions				16.67			50.00	33.33				6
Pardons and Parole Bds	44.44	27.78	11.11	11.11	5.56							18
Probation / Parole/After-care Depts, Ad /Juv	6.25	18.75		31.25	18.75	18.75	6.25					16

	CONTRACT STAFF						STAFF PROVIDED BY OTHER AGENCIES					
	None	1-19	20-49	50-99	100-199	200 & over	None	1-19	20-49	50-99	100-199	200 & over
	Percent of Respondents											
Corrections Depts /Adult	13.33	13.33	30.00	3.33	13.33	23.33	36.67	33.33	13.33	3.33	6.67	3.33
Corrections Depts /Juv	13.79	31.03	6.90	6.90		17.24	37.93	31.03		3.45	3.45	3.45
Corrections Depts/Ad, Juv		23.08	7.69	23.08		23.08	30.77	46.15		7.69		
Corrections Divisions		50.00	16.67		33.33		16.67	16.67		33.33		16.67
Pardons and Parole Bds	61.11	16.67					61.11	11.11				
Probation / Parole/After-care Depts, Ad /Juv	87.50						93.75					

	NUMBER OF VOLUNTEERS							NUMBER OF PART-TIME STAFF				
	1-19	20-99	100-199	200-499	500-999	1,000-1,999	2,000-4,999	1-19	20-49	50-99	100-199	200 & over
	Percent of Respondents											
Corrections Depts / Adult	13.33	13.33	10.00	20.00	13.33		13.33	13.33	13.33	30.00	3.33	13.33
Corrections Depts / Juv	24.14	27.59	13.79	17.24	3.45		10.34	13.79	31.03	6.90	6.90	
Corrections Depts/ Ad, Juv	7.69	15.38		7.69	7.69	7.69	15.38		23.08	7.69	23.08	33.33
Corrections Divisions		33.33		16.67		16.67	16.67		50.00	16.67		
Pardons / Parole Bds	27.88							61.11	16.67			
Probation / Parole /After-care Depts, Ad /Juv	50.00	6.25		12.50	12.50			87.50				

PERSONNEL IN ADULT AND JUVENILE SYSTEMS

(as of June 30, 1988)

	ADULT SYSTEM									JUVENILE SYSTEM								
State	No. of Employees Total	White Male	White Fem	Black Male	Black Fem	Hispanic Male	Hispanic Fem	All Others Male	All Others Fem	No. of Employees Total	White Male	White Fem	Black Male	Black Fem	Hispanic Male	Hispanic Fem	All Others Male	All Others Fem
AL	2,848	1,320	349	857	311			9	2	451	92	94	178	86		1		
AK	1,134	632	258	60	16	14	7	95	52	203	130	44	5	3	2	1	10	8
AZ	5,413	2,852	1,207	232	109	694	221	73	25	†								
AR	1,534	705	225	503	100	1				810	138	348	138	183				3
CA	21,914	9,506	3,812	2,360	1,360	2,638	981	656	401	4,230	1,399	775	673	350	553	245	140	95
CO	1,826	1,077	370	68	8	192	60	45	6	574	222	168	56	29	65	23	8	3
CT	2,984	1,720	461	476	114	167	24	16	6	1,851[1]	621[1]	894[1]	98[1]	147[1]	32[1]	48[1]	6[1]	5[1]
DE	1,343	665	232	307	110	8	2	16	3	177	41	33	66	33	1		2	1
FL	14,294	7,466	3,388	1,620	1,319	273	120	77	31	1,120[2]								
GA	7,079	3,397	1,518	1,445	858	23	6	23	9	1,760	405	429	459	454			8	5
HI	1,511									†								
ID	533	393	140							144	94	47	1				1	1
IL	10,110	6,248	1,971	1,183	485	121	30	61	11	†								
IN	4,858	2,794	1,141	632	259	25	4	2	1	†								
IA	1,635	1,219	332	35	13	18	3	12	3	214[1]	137[1]	67[1]	5[1]	3[1]	1[1]	1[1]		
KS	1,843	1,157	468	106	51	34	10	13	5	477	184	167	73	34	10		5	4
KY	2,242	1,421	625	118	66	2		9	1	817	357	337	66	57				
LA	5,632	2,517	1,080	1,323	672			33	7	†								
ME	1,056	797	252	3		1		2	1	†								
MD	4,976	2,295	537	1,364	759	14	4	3		1,501	394	306	362	428		2	7	2
MA	3,867[1]	2,563[1]	834[1]	229[1]	112[1]	81[1]	22[1]	25[1]	3[1]	637	297	172	92	29	27	16	2	2
MI	10,063[1]	5,612[1]	2,092[1]	1,087[1]	993[1]	69[1]	48[1]	119[1]	43[1]	1,680	715	413	326	182	22	8	10	4
MN	1,988	1,333	531	56	10	13	2	29	14	†								
MS	3,278	1,266	766	882	357	4	1	2		279	50	44	102	83				
MO	4,973	3,273	1,373	171	120	12	2	16	6	560	240	208	51	56	1	1	2	1
MT	522	422	91			2	2	4	1	67	19	44		1		1		2
NE	1,309	805	382	61	25	22	3	8	3	†								
NV	1,126	768	212	64	27	31	4	18	2	133	68	36		2	3		4	
NH	566	395	154	8	2	1	1	4	1	284	170	111	3					
NJ	8,537	4,112	1,318	1,994	732	248	81	41	11	†								
NM	2,257	544	281	49	16	981	330	34	22	†								
NY	27,654	18,552	4,658	2,262	1,109	721	192	117	43	3,455	1,112	797	846	438	167	60	25	10
NC	8,359	4,842	1,166	1,800	429			101	21	865	428		437					
ND	194	140	43					5		—								
OH	7,017	4,380	1,461	657	317	20	5	161[3]	7	1,847	497	480	466	387	7	5	4	1
OK	3,528	1,960	969	213	180	23	8	120	55	506	181	178	78	53		2	9	5
OR	1,574	934	428	51	30	41	16	51	23	469	343[4]	126[4]						
PA	5,097	3,889	720	339	110	26	2	9	2	695	341	121	170	60	1	1	1	
RI	902	699	135	38	13	10	2	4	1	238	145	60	20	5	6	2		
SC	5,204	1,741	934	1,712	767			40	10	941	163	258	251	263	2	1	2	1
SD	378[1]	277[1]	91[1]		1			8[1]	1[1]	†								
TN	5,615	3,102	1,307	719	450	18	1	16	2	†								
TX	14,990	7,523	3,088	2,245	886	954	178	93	23	1,650	510	449	270	198	127	90	6	
UT	1,066[1]	784[1]	231[1]	16[1]	7[1]	23[1]	13[1]	11[1]	1[1]	429	214	155	18	6	16	7	11	2
VT	502[2]	366[2]	135[2]	1[2]						260	79	177	1		1	1	1	
VA	8,635	3,655	1,811	2,146	948	37	14	17	7	†								
WA	4,180	2,535	1,101	223	60	82	23	73	8[1]	676	613		26		18		19	
WV	803	566	227	6	3		1			†								
WI	3,926	2,557	1,085	73	88	43	14	53	13	†								
WY	467									†								
Total	233,363	127,791	45,990	29,794	14,202	7,687	2,437	2,522	962	30,000	10,419	7,538	5,337	3,570	1,062	516	283	155
FBP	13,475	7,805	2,135	1,672	759	736	151	183	34									
DC	3,211	397	96	1,865	801	12	9	26	5	568	31	23	331	179	1	1	2	

NOTES:

† Combined adult and juvenile departments

— Data not available at time of publication

1. Data as of June 30, 1987
2. Data as of June 30, 1986
3. May represent some females
4. Includes all races

PROVIDERS OF PROBATION/PAROLE/AFTERCARE SERVICES

(as of June 30, 1988)

	NUMBER BOARD MEMBERS *	ADULT PAROLING AUTHORITIES	ADULT PAROLE SERVICES	ADULT PROBATION SERVICES	JUVENILE PAROLE/AFTERCARE SERVICES	JUVENILE PROBATION SERVICES
AL	3	Bd of Pardons & Paroles	Bd of Pardons & Paroles	Bd of Pardons & Paroles	Co Courts	Dept Youth Svcs ($ only) & Co Cts
AK	5 (PT)	Bd of Parole	Dept of Corrections	Dept of Corrections	No parole	DHSS/Div Family & Youth Svcs
AZ	7	Bd of Pardons & Paroles	DOC/Adult Cmty Svcs Div	State Courts	DOC/Juv Cmty Svcs Div	State Courts
AR	5 (PT)	Bd of Pardons & Paroles	DOC/Div of Pardons & Paroles	Adult Prob Commission	Co Depts	Co Depts
CA **	9	Bd of Prison Terms	DOC/Parole & Cmty Svcs Div	Co Depts	DYA/Parole Svcs Branch	Co Depts
CO	5	Bd of Parole	DOC/Div of Cmty Svcs	Judicial Districts	DOI/Div of Youth Svcs	Judicial Districts
CT	11 (PT) [1]	Bd of Parole	DOC/Div of Parole	Dept of Adult Prob	Dept Children & Youth Svcs	Superior Court/Family Div
DE	5 (PT) [1]	Bd of Parole	DOC/Div of Cmty Svcs	DOC/Div of Cmty Svcs	DSCYF/Div Youth Rehab Svcs	DSCYF/Div Youth Rehab Svcs
DC	3	Bd of Parole	Bd of Parole	DC Superior Ct/Social Svcs Div	DHS/Youth Svcs Admin	DC Superior Ct/Social Svcs Div
FL	6	Parole Commission	Dept of Corrections	Dept of Corrections	DHRS/Cmty Control & Furlough Prg	DHRS/Cmty Control & Furlough Prg
GA	5	Bd of Pardons & Parole	Bd of Pardons & Parole	DOC/Prob Div	DHR/Div of Youth Svcs	DHR/Div Youth Svcs & Co Courts
HI	3 (PT) [1]	Paroling Authority	Paroling Authority	Judicial Districts	Youth Corr Facility	Judicial Districts
ID	5 (PT)	Cmsn for Pardons & Parole	DOC/Div Field & Cmty Svcs	DOC/Div Field & Cmty Svcs	Dept Health & Welfare	Dept Health & Welfare and Co Cts
IL	12	Prisoner Review Bd	DOC/Cmty Svcs Div	Judicial Circuits	DOC/Juv Div	Judicial Circuits
IN	5	Parole Bd	DOC/Parole Svcs Section	Co Courts	DOC/Parole Svcs Section	Co Courts
IA	5 (PT)	Bd of Parole	DOC/Div Cmty Corr Svcs	DOC/Div Cmty Corr Svcs	DHS/Bur Adult, Children & Family Svcs	Judicial Districts
KS	5	Parole Bd	DOC/Parole Svcs	Judicial Districts	DSRS/Youth Svcs	Judicial Districts
KY	7	Parole Bd	CC/Dept Cmty Svcs & Facilities	CC/Dept Cmty Svcs & Facilities	CHR/DSS/Div for Field Svcs	CHR/DSS/Div for Field Svcs
LA	5	Bd of Parole	DPSC/Div of Prob & Parole	DPSC/Div of Prob & Parole	DPSC/Youth Svcs	DPSC/Youth Svcs
ME	5 (PT)	Parole Bd [4]	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole
MD	7	Parole Commission	DPSCS/Div of Parole & Prob	DPSCS/Div of Parole & Prob	Juv Svcs Agency	Juv Svcs Agency
MA	7	Parole Bd	Parole Bd	Office of Cmmssnr of Prob	DYS/Bur of Cmty Svcs	Office of Cmmssnr of Prob
MI	7	Parole Bd	DOC/Bur of Field Svcs	DOC/Bur Field Svcs & Dist Cts	DSS/Ofc Children & Yth Svcs/Co Cts	DSS/Ofc Children & Yth Svcs/Co Cts
MN	4 (PT) [1]	DOC/Office Adult Release	DOC/Cmty Svcs/Co Cts or CCA	DOC/Cmty Svcs/Co Cts or CCA	Co Courts or CCA Depts	Co Courts or CCA Depts
MS	5 (PT)	Parole Bd	DOC/Cmty Svcs Div	DOC/Cmty Svcs Div	DYS/Cmty Svcs Div	DYS/Cmty Svcs Div
MO	5	Bd of Prob & Parole	DOC/Bd of Prob & Parole	DOC/Bd of Prob & Parole	DSS/Div Youth Svcs & Jud Circuits	Judicial Circuits
MT	3 (PT)	Bd of Pardons	CD/Cmty Corr Bureau	CD/Cmty Corr Bureau	DFS	Judicial Districts
NE	5	Bd of Parole	DCS/Adult Parole Admin	State ProbSystem	DCS/Juv Parole Admin	State Prob System
NV	5	Bd of Parole Cmsnrs	Dept of Parole & Prob	Dept of Parole & Prob	DHR/YSD/Youth Parole Bureau	Judicial Districts
NH	5 (PT)	Bd of Parole	DOC/Div of Field Svcs	DOC/Div Field Svcs & District Cts	DHW/DCYS/Bureau Residential Svcs	Bur of Residential Svcs/Div for Child
NJ	8	Parole Bd	DOC/Bureau of Parole	The Judiciary/ProbDiv	DOC/Bureau of Parole	The Judiciary/Prob Div
NM	3	Adult Parole Bd	CD/Prob & Parole Div	CD/Prob &Parole Div	CD/Prob & Parole Div	Judicial Districts
NY	19	Bd of Parole	Div of Parole	Div Prob & CorrAlt/Co Courts	Div for Youth	Div Prob & Corr Alt/Co Courts
NC	5	Parole Commission	DOC/Div Adult Prob & Parole	DOC/Div Adult Prob & Parole	Admin Office of Courts/Juv Svcs Div	Admin Office of Courts/Juv Svcs Div
ND	3 (PT)	Parole Bd	Parole & Prob Dept	Parole & Prob Dept	DHS/Children & Fam Svcs Div	DHS/Child, Fam Svcs Div/Supr Cts
OH	7 [3]	Parole Board/Div of Parole & Cmty Svcs	DRC/Div ofParole & Cmty Svcs	DRC/Div of Parole & Cmty Svcs and Co Courts	Dept of YouthSvcs	Co Courts
OK	5 (PT)	Pardon & Parole Bd	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DHS/Div of Children & Yth Svcs	DHS/Div of Children & Youth Svcs, Counties (3)
OR	5	Bd of Parole	Non-CCA:DOC/Cmty Svcs Div CCA: Co Courts	Non-CCA:DOC/Cmty Svcs Div CCA: Co Courts	DHR/Children's Svcs Div	Co Courts
PA **	5	Bd of Prob & Parole & Co Cts [5]	Bd of Prob & Parole & Co Cts	Bd of Prob & Parole & Co Cts	Co Courts	Co Courts
RI	5 (PT)	Parole Bd	DOC/Div of Field Svcs	DOC/Div ofField Svcs	DCTF/Div of Juv Corr Svcs	DCTF/Div of Juv CorrSvcs
SC	7 (PT)	Bd Prob, Parole & Pardon Svcs	Dept Prob, Parole & Pardon Svcs	Dept Prob, Parole & Pardon Svcs	Dept Youth Svcs	Dept Youth Svcs
SD	3 (PT)	Bd of Pardons & Paroles	BCC/Office ofCorrectional Svcs	Unified Judicial Sys/Ct Svcs Dept	UnifiedJudicial System/Ct Svcs Dept	Unified Judicial Sys/Ct Svcs Dept
TN	5	Bd of Paroles	BP/Parole Field Svcs	DOC/Div of Prob	DOC/Div of Prob	DOC/Div of Prob
TX	6 [3]	Bd of Pardons & Paroles	BPP/Div of ParoleSupv	Adult Prob Commission	TX Youth Commission	Co Depts
UT	3	Bd of Pardons	DOC/Field Operations Div	DOC/FieldOperations Div	DSS/Div of Youth Corr	Juv Court
VT	5 (PT)	Bd of Parole	DOC/Div Prob & Parole Svcs	DOC/Div Prob & Parole Svcs	DSRS/Div of Social Svcs	SRS/Div ofSocial Svcs
VA	5	Parole Bd	DOC/Div of Adult Cmty Corr	DOC/Div ofAdult Cmty Corr	DOC/Div Youth Svcs	DOC/Div Youth Svcs
WA	7	Indeterminate Sent Review Bd	DOC/Div Cmty Svcs	DOC/Div Cmty Svcs & Co Cts	Div of Juv Rehab	Co Courts
WV	3	Bd of Prob & Parole [6]	Dept of Corrections	DOC &Judicial Circuits	DOC(Compact) and Dept of Hum Svcs	DOC(Compact), DHS & Jud Circuits
WI	7	Parole Bd	DOC/Bur Cmty Corr	DOC/Bur Cmty Corr	DOC/Bur Juv Svcs/Co Soc Svcs Depts	Social Svcs Depts
WY	5 (PT)	Bd of Parole	Dept of Prob & Parole	Dept of Prob & Parole	Dept of Prob & Parole	Dept of Prob & Parole
US **	9	Parole Commission	US District Courts	USDistrict Courts/Div of Prob		

NOTES:

* All members serve full-time unless coded "PT"

** Accredited

1. Chairman serves full-time; members part-time
2. Plus 9 hearing officers
3. Plus 9-member Parole Commission
4. ME- Parole Board hears pre-1976 cases of parole. Flat sentences with no parole under criminal code effective 5/1/76
5. PA-The Board of Probation and Parole handles adult svcs when sentence is over 2 yrs; county courts when sentence is 2 yrs or less
6. WV-Under state statute, parole is considered probation

The following states have one or more independent county, municipal or city department:
CO,GA,IN,KS,KY,LA,MO,NE,NY,OK,TN,WY
All Boards are independent except MD, MI, MN, OH, WI
CCA = Community Corrections Act

POSITIONS OF CORRECTIONS DEPARTMENTS

IN STATE GOVERNMENTS

(as of June 30, 1988)

STATE	DOC (A&J)	DOC (A)	DHS (A&J)	DHS (A)	DHS (J)	DYS (J)	COMMENT AND DATE OF CHANGE
AL		X				X	(B) abolished by court 1979
AK		X			X		(J) & (A) separated in 1981; (A) made independent in 1983
AZ	X						from independent board 1969
AR		X(B)			X(B)		department created 1968; youth and adult corr agency
CA	X						changed from DHS agency in 1980
CO		X			X		(A) changed from DHS agency in 1977; reorg Dec. 1987
CT		X				X	
DE		X				X	(A) & (J) changed from DHS agency 1975; (J) changed from DOC in 1984
FL		X			X		(A) changed from DHS agency in 1976
GA		X(B)			X		department created 1972; name changed to DOC 1985
HI	X						DOC established 7/1/87; Reorganization pending
ID		X(B)			X		
IL	X						from DPS 1970
IN	X						separated from DHS 1953
IA		X(B)			X		created DHS 1968; DOC created 1983
KS		X			X		(A) changed from DHS agency in 1977
KY		X			X		changed from DPS 1981; changed to Corrections Cabinet 1982
LA			X				reorganized 1984; 1985
ME	X						changed from mental hlth & corr 1981
MD		X*				X	(A) from independent agency 1970; (J) changed to independent agency 1987;
							dept created 1989
MA				X	X		
MI		X(B)			X		department created 1953
MN	X						
MS		X(B)				X	changed to department status 1976
MO		X			X		(A) changed from DHS agency in 1981
MT		X				X	Corrections Division created under dept of Institutions 1975;
							(J) transferred to Dept Fam. Svcs Jul 1, 1987
NE	X						
NV		X			X		
NH		X			X		DOC established 1983
NJ	X						created from a division of DHS 1976
NM		X				X	changed from DPS 1980; (J) changed to separate dept 1989
NY		X				X	
NC		X			X		
ND	X						
OH		X			X		created from dept of mental hlth & corr 1971
OK		X(B)			X		
OR		X			X		established DHS 1971; created DOC 1987
PA		X			X		changed from dept of justice 1980; DOC created 1984
RI		X			X		juvenile changed to separate dept 1980
SC		X(B)				X(B)	DYS merged with placement & aftercare 1981
SD	X(B)						separated from DHS agency in 1977; DOC created 1989
TN		X				X	(J) separated in 1989
TX		X(B)				X(B)	
UT		X			X		reorganized 1983
VT				X	X		
VA		X				X	(J) separated in 1989
WA		X			X		(A) changed from DHS agency in 1981
WV	X						
WI			X				Reorganization pending
WY			X(B)				
TOTALS	12	32	3	2	23	9	

KEY:

DOC Department of Corrections
DHS Department of Human Services
DYS Department of Youth Services
(A) Adult
(B) Administrative Board
* Dept of Public Safety and Corr Svcs

SECTION II

PERSONNEL

Compensation & Benefits

Florida is one of the first states to offer an intensive training program for probation and parole officers. The Academy in Vero Beach graduated its first 360-hour training class in March of 1987.

Photo by David Skipper

The comparison of salary and benefits of the various states in relation to staff size and program responsibility is a difficult if not impossible task. The diverse structures of state correctional departments simply are not easy to compare even when people hold the same job title.

For instance, one director of corrections may have responsibility for adult, juvenile, field, and institutional programs while another director may be responsible only for adult services. The number of persons under supervision varies as well as the number of employees.

Tradition and comparable pay with other departments within the various state governments play an important role in salary determination. So far, there has been no nationwide determination as to what constitutes an adequate salary schedule. Therefore, the wide variations in responsibility and salary allocation must be interpreted very carefully.

Correctional Officer I, Entry level

The lowest-paid salary for entry level correctional officers is $11,604 in adult systems. Juvenile care workers are paid $10,200 as an entry level salary. The highest end of the salary range for Correctional Officer IV is $55,545 for adult departments and $49,056 for juvenile. Juvenile care workers after the first year (juvenile departments) earn in the range from $11,224 to $36,048.

In the 13 Western states, the lowest-paid salary is $13,427, only five Western states pay a starting salary of more than $19,000.

In the 13 Central states, the starting salary for the Correctional Officer I position is less than $16,000 in six states; none pay more than $18,720.

All six New England States pay less than $23,176; one state pays less than $17,000.

In the five Middle Atlantic states, two states pay less than $17,000; two states pay more than $20,000 as a starting salary.

Of the 13 Southern states, none pay over $17,000; the lowest entry level salary is $11,604.

HIGHLIGHTS OF ACA MEMBERSHIP...

The Membership Information Status Report (MIS) provides the Association with especially valuable information. For instance, did you know that correctional officers in many states are currently paid considerably less than law enforcement officers or other personnel in their state's criminal justice system?

Sorting out the responses from the female membership revealed the following...

- Women make up 25% of ACA's general individual membership.
- 40% of the responding female members earn salaries between $20,000 and $30,000.
- 37% of the women are in correctional officer/manager jobs.
- 20% have less than two years experience.
- 67% have a bachelors degree or higher.
- 32% have a masters degree or higher.
- 49% are over 40 years old.

Probation/Parole Officer, Entry level

The lowest entry level salary for parole officers within a state system is $11,000; within juvenile departments the beginning salary is $18,949; within independent probation and/or parole departments, the entry salary is $13,752.

Probation officers in adult departments start as low as $13,752; the same position in juvenile systems is paid $16,597. Within independent probation departments, the salary range is from $7,800-$39,500.

In the 13 Western states, the lowest-paid salary is $12,444; two states pay more than $20,000.

Central states' lowest salary is $15,072; seven of the 13 Central states pay over $20,000.

One New England state pays $17,180 as the entry level salary; four pay more than $22,000.

Many fast food restaurants are paying $5 per hour— more than some states pay their juvenile correctional staff.

ACA MEMBERSHIP INFORMATION STATUS REPORT (MIS)

General Membership and Selected Positions

SALARY LEVEL	General Membership		Superintendent/ Warden		Pardons/Parole Board Member		Probation/ Parole Officer		Correctional Officer/Manager		Line Employee	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Volunteer	133	1.2	1	.1	1	1.7	5	.1	4	<.1	1	<.1
Under $10,000	235	2.1	3	.3	3	5.3	37	4.8	30	.1	12	2.5
10,001-15,000	694	6.3	11	1.3	4	7.1	198	25.9	305	11.0	91	19.1
15,001-20,000	1,710	15.5	38	4.7	2	3.5	268	35.1	670	24.1	158	33.3
20,001-25,000	2,156	19.6	85	10.6	4	7.1	127	16.6	702	25.3	116	24.4
25,001-30,000	1,765	16.0	115	14.4	7	12.5	74	9.7	495	17.8	60	12.6
30,001-35,000	1,376	12.5	145	18.1	4	7.1	23	3.0	280	10.1	27	5.6
35,001-40,000	945	8.6	126	15.7	3	5.3	19	2.4	167	6.0	7	1.4
40,001-45,000	694	6.3	101	12.6	9	16.0	7	1	76	2.7	1	<.1
45,001-50,000	385	3.5	61	7.6	5	8.9	2	.1	23	.1	0	0
50,001-55,000	293	2.7	63	7.8	6	10.7	2	.1	12	<.1	1	<.1
Over 55,000	618	5.6	49	6.1	8	14.2	0	0	7	<.1	0	0
TOTALS	11,004		798		56		762		2,771		474	

The MIS revealed the following statistics about the 11,818 active ACA members who responded to our questionnaire:

- 68.2% have a bachelors degree or higher
- 35.5% have a masters degree or higher
- 41% have more than 10 years experience in the corrections field
- The median age is 42
- The oldest ACA member is 96 years old

AGE	Count	%
20-25	253	2..2
26-30	729	6.3
31-35	1,284	11.2
36-40	2,068	18.1
41-45	2,273	19.9
46-50	1,664	14.5
51-55	1,270	11.1
56-60	935	8.1
61-65	532	4.6
66-70	235	2.0
71-75	88	.7
76-80	46	.4
81-85	20	.1
over 85	22	.1
TOTAL	11,419	

MIS continued...

General Membership and Selected Positions

LENGTH EXPERIENCE In CORRECTIONS	General Membership		Commissioner/ Director		Administrator/ Dep Secretary		Superintendent/ Warden		Probation/ Parole Officer		Correctional Officer/Manager		Line Employee	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Less than 2 years	1,713	15.1	37	8.2	158	8.9	22	2.7	134	16.7	548	19.4	71	14.7
At least 2 but under 4 years	1,503	13.2	33	7.3	149	8.3	25	3.1	116	14.4	489	17.3	77	15.9
At least 4 but under 6 years	1,309	11.5	39	8.7	158	8.9	27	3.3	94	11.7	402	14.2	76	15.7
At least 6 but under 8 years	1,076	9.5	35	7.8	168	9.4	49	6.1	72	8.9	278	9.8	68	14.1
At least 8 but under 10 years	1,097	9.7	44	9.8	182	10.2	72	8.9	99	12.3	288	10.2	57	11.8
At least 10 but under 15 years	2,196	19.3	103	23.0	413	23.2	236	29.3	157	19.5	447	15.8	79	16.3
At least 15 but under 20 years	1,173	10.3	52	11.6	263	14.8	171	21.2	76	9.4	217	7.7	30	6.2
At least 20 but under 25 years	650	5.7	45	10.0	145	8.1	92	14.4	35	4.3	97	3.4	18	3.7
More than 25 years	644	5.7	60	13.3	144	8.1	109	13.5	19	2.3	51	1.8	6	1.2
TOTALS	11,361		448		1,780		803		802		2,817		482	

EDUCATIONAL LEVEL														
High School GED	2,269	19.8	37	8.1	235	13.1	115	14.3	20	2.4	1,092	39.0	146	30.2
Associate Degree	1,368	11.9	28	6.1	157	8.8	87	10.8	40	4.9	554	19.8	67	13.8
Bachelors Degree	3,755	32.8	142	31.2	543	30.4	252	31.4	494	61.2	739	26.4	158	32.7
Masters Degree	2,984	26.1	183	40.2	614	34.4	287	35.8	227	28.1	344	12.3	99	20.4
LL.B Bachelor of Laws	203	1.8	155	3.2	29	1.6	4	.4	8	.9	9	.3	4	.8
MSW/DSW	306	2.7	19	4.2	91	5.1	36	4.4	10	1.2	37	1.3	7	1.4
Doctorate	565	4.9	31	6.8	112	6.3	20	2.4	8	.9	20	.7	2	.4
TOTALS	11,450		455		1,781		801		807		2,795		483	

MIS continued...

General Membership and Selected Positions

Cultural Background	General Membership		Commissioner/ Director		Administrator/ Dep Secretary		Superintendent/ Warden		Probation/ Parole Officer		Correctional Officer/Mgr		Line Employee	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Amer Indian	145	1.3	3	.6	15	.8	11	1.3	9	1.1	50	1.7	8	1.6
Oriental	69	.6	6	1.3	8	.4	1	.1	2	.2	18	.6	3	.6
Black	1,135	9.8	40	9.0	137	7.6	98	12.2	74	9.1	397	13.9	55	11.4
Caucasian	9,548	82.5	364	82.1	1,531	85.7	668	83.3	687	84.9	2,200	77.3	391	81.1
Hispanic	331	2.9	15	3.3	49	2.7	11	1.3	21	2.5	105	3.7	11	2.2
Other	309	2.7	15	3.3	45	2.5	13	1.6	16	1.9	76	2.6	14	2.9
TOTALS	11,573		443		1,785		802		809		2,846		482	
Sex														
Female	2,934	25.6	91	20.3	411	23.0	95	11.9	305	38.3	643	2.3	161	33.8
Male	8,540	74.4	357	79.7	1,378	77.0	703	88.0	490	61.6	2,156	77.0	315	66.1
TOTALS	11,474		448		1,789		798		795		2,799		476	

Characteristic of General Membership and of Selected Positions By Median

	Year of Birth and Age		Length of Experience	Educational Level Achieved	Salary Levels
General Membership	1947	42	At least 8 but under 10 years	Bachelors Degree	$25,001-30,000
Commissioner / Director[1]	1940	49	At least 10 but under 15 years	Masters Degree	$35,001-40,000
Administrator / Dep Secretary	1941	48	At least 10 but under 15 years	Masters Degree	$30,001-35,000
Superintendent / Warden	1941	48	At least 10 but under 15 years	Bachelors Degree	$35,001-40,000
Parole Board Member	1941	48	At least 10 but under 15 years	Masters Degree	$35,001-45,000
Probation / Parole Officer	1951	38	At least 8 but under 10 years	Bachelors Degree	$25,001-30,000
Correctional Officer / Manager	1952	37	At least 4 but under 6 years	Associate Degree	$20,001-25,000
Line Employee	1947	42	At least 8 but under 10 years	Bachelors Degree	$15,001-20,000

[1] Generic title, see page 13 for chief administrative officers' salary ranges.

MIS continued...

Women Members

Job Title	Count	%
Correctional Officer / Manager	655	37.1
Administrator / Deputy / Secretary	411	23.3
Probation / Parole Officer	308	17.4
Line Employee / Worker	161	9.1
Superintendent / Warden	95	5.4
Commissioner / Director	91	5.2
Volunteer	32	1.8
Parole Board Member	13	.7
TOTAL	1,766	

Length of Experience	Count	%
Less than 2 years	584	20.2
At least 2 but under 4 years	494	17.1
At least 4 but under 6 years	435	15.0
At least 6 but under 8 years	328	11.3
At least 8 but under 10 years	290	10.0
At least 10 but under 15 years	456	15.8
At least 15 but under 20 years	174	6.0
At least 20 but under 25 years	86	3.0
More than 25 years	47	1.6
TOTAL	2,894	

Educational Level	Count	%
High School Diploma or GED	579	19.8
Associate Degree	375	12.8
Bachelors Degree	1,033	35.3
Masters Degree	726	24.8
LL.B Bachelor of Laws	39	1.3
MSW DSW	70	2.4
Doctorate	103	3.5
TOTAL	2,925	

Salary Level	Count	%
Volunteer	61	2.2
Under $10,000	97	3.5
10,001-15,000	278	9.9
15,001-20,000	638	22.7
20,001-25,000	660	23.5
25,001-30,000	468	16.7
30,001-35,000	274	9.8
35,001-40,000	134	4.8
40,001-45,000	94	3.3
45,001-50,000	42	1.5
50,001-55,000	28	1.0
Over 55,001	33	1.2
TOTAL	2,807	

Age	Count	%
20-25	114	3.9
26-30	290	10.0
31-35	487	16.8
36-40	569	19.7
41-45	488	16.9
46-50	393	13.6
51-55	239	8.2
56-60	161	5.6
61-65	86	3.0
66-70	33	1.1
71-75	15	.5
76-80	4	.1
81-85	2	<.1
Over 85	6	.2
TOTAL	2,887	

End of MIS

CHIEF ADMINISTRATIVE OFFICER

(Responsible for all operations and staff of the agency)

TITLE	Percent of Respondents		
	1984	1986	1989
Director	43.6	34.2	36.79
Deputy Director			1.89
Commissioner	19.0	22.2	23.58
Ass't Deputy Commissioner			.94
Secretary	10.0	6.5	7.55
Ass't Deputy Secretary	1.8	2.8	
Chair (Par/Pard Bds/Depts)	15.4	10.2	12.26
Executive Director	1.8	12.0	7.55
Administrator		6.5	4.72
Warden		1.9	.94
Superintendent			.94
Other		3.7	2.83

APPOINTED BY	Percent of Respondents		
	1984	1986	1989
The governor,serving at his pleasure	51.8	49.0	52.83
The governor, fixed term (no contract)	7.2	2.8	5.66
The governor, fixed term (contract)	1.8	3.7	3.77
A board, no fixed term	18.1	19.5	12.26
A board, fixed term (contract)	.9	0	2.83
An umbrella agency head	6.3	11.1	13.21
A court administrator	4.5	0	.94
Other	9.0	12.0	

Other appointments made by:

DC and NYC – appointed by Mayor

Bureau of Prisons – US Attorney General

SD DOC – Board, fixed term

KY Div CRS – Commissioner

PERQUISITES PROVIDED ABOVE SALARY	% 1984	% 1986	% 1989
House	8.1	9.3	10.71
Automobile (official use)	46.3	53.7	50.00
Maintenance	10.9	13.9	14.29
Group Insurance (some receive partial)	68.1	70.4	69.77
Health Insurance (some receive partial)	80.9	88.0	90.43
Dental Insurance	41.8	51.9	60.44
Life Insurance	70.9	76.9	82.61
Disability	57.2	63.0	64.44
Retirement Benefits (some receive partial)	85.4	90.7	91.75
Deferred compensation (i.e., Keogh)	49.0	45.4	47.73
Longevity pay	28.1	38.0	40.91
Domestic help	3.6	2.8	7.06
Daily subsistence allowance	7.2	9.3	8.43
Personal medical prescriptions	26.3	24.1	34.88
Total optical services	13.6	15.7	20.73

SALARY SUMMARY

CHIEF ADMINISTRATIVE OFFICER

POSITION WITH	YEAR	NUMBER RESPONDING	RANGE	MEDIAN RANGE/MEDIAN
Corrections Dept., Adult or Adult/Juv	1989	45	$36,700—$101,738	$64,320—$68,500
	1986	46	$34,884—$92,681	$59,675
	1984	41	$33,500—$81,648	
	1982	41	$27,152—$70,603	
	1979	37	$25,000—$64,000	
Corrections Dept., Juvenile	1989	21	$32,916—$104,639	$52,000—$66,000
	1986	28	$24,440—$78,207	$46,428
	1984	36	$23,460—$89,000	
	1982	24	$27,152—$90,009	
	1979	17	$18,000—$54,000	
Parole and Pardons Boards	1989	8	$34,554—$71,587	$55,759—$57,600
	1986	13	$28,596—$64,596	$39,000
	1984	13	$24,733—$59,800	
	1982	3	$26,780—$42,200	
	1979	26	$13,000—$43,000	
Probation & Parole Departments	1989	10	$33,737—$98,000	$49,108—$55,344
	1986	9	$33,737—$75,445	$45,020
	1984	13	$24,731—$59,800	
	1982	14	$23,460—$59,800	
	1979	10	$20,000—$49,000	

CHIEF DEPUTY ADMINISTRATIVE OFFICER

Corrections Dept., Adult or Adult/Juv	1989	37	$25,000—$97,340	$48,535—$64,927
	1986	34	$23,629—$79,992	$50,096
	1984	39	$24,000—$67,500	
	1982	42	$18,000—$62,300	
Corrections Dept., Juvenile	1989	13	$29,407—$89,800	$50,190—$62,500
	1986	21	$20,821—$72,940	$42,730
	1984	28	$21,346—$63,312	
	1982	24	$21,450—$53,910	
Parole and Pardons Boards	1989	6	$21,666—$70,536	$46,509—$47,658
	1986	4	$27,400—$46,313	$41,322
	1984	8	$19,700—$54,936	
	1982	2	$23,341—$39,940	
Probation and Parole Departments	1989	10	$22,572—$88,600	$44,537—$58,464
	1986	8	$26,998—$69,649	$37,340
	1984	11	$25,000—$58,600	
	1982	11	$22,620—$54,000	

COMPENSATION OF CORRECTIONAL ADMINISTRATORS 1973-1989

STATE	APRIL 1973 $ALARY	JAN 1986 $ALARY	MARCH 1989 $ALARY
AL	19,800	63,792	68,500
AK	26,388—31,776	77,304	66,816-92,676
AZ	25,088	63,992—92,681	—
AR	24,000	58,648—61,874	61,874
CA	31,500	78,207	85,392
CO	22,044	66,870	69,999
CT	31,581 —36,606	60,057—73,365	78,732—95,155
DE	25,000	45,000—60,000	72,500
FL	29,000	45,000—74,000	—
GA	32,500	58,500	67,319
HI	16,836—24,876	34,884—55,152	68,400
ID	18,500	40,026—53,661	51,114—68,507
IL	35,000	60,000	64,000
IN	25,688—31,044	47,554—74,230	50,960—79,560
IA	21,420	42,400—54,600	53,700—71,500
KS	15,000	60,876	68,500
KY	25,000	60,700	49,500
LA	20,000	55,000	55,000
ME	19,118—25,688	41,246—60,632	44,012—64,688
MD	28,800	66,500	—
MA	—	—	61,300—77,546
MI	30,600	64,100	70,032—81,056
MN	26,100	59,779	50,008—67,505
MS	—	40,000	—
MO	22,500	62,100	64,320
MT	23,000	39,310—48,850	39,811—49,498
NE	15,912—22,152	—	—
NV	—	65,000	60,326
NH	19,984	41,163—51,143	44,655—57,533
NJ	27,171—37,925	70,000	95,000
NM	24,000	50,000	59,921
NY	42,475	85,000	98,399
NC	28,014	58,140	66,972
ND	20,000	35,352—52,536	42,564—63,144
OH	27,500—29,700	35,381—66,685	—
OK	19,500	60,000	—
OR	26,280	43,416—55,416	51,336—65,532
PA	24,984	61,520	—
RI	23,998—27,820	55,656—61,668	69,717—76,778
SC	24,873	—	—
SD	18,334	38,709—58,053	37,600—56,400
TN	24,400	58,500	60,996
TX	31,500	66,300	69,655
UT	18,528	40,883—59,675	41,903—61,158
VT	20,000—25,000	—	49,545
VA	16,400—21,000	—	—
WA	30,000	66,584	77,676
WV	—	36,500	36,700
WI	32,500	62,000	70,000
WY	14,832[1]	—	—
BP	—	—	57,158—74,303
DC	36,000	65,930	69,174—79,500
NYC	—	—	104,000

Notes:

1 – Warden of State Penitentiary.

1973 information is from a report issued by the Council of State Governments at that time.

1986 and 1989 statistics were collected by the American Correctional Association.

It must be noted that these are basic salaries or salary ranges for correctional administrators and do not include perquisites provided in addition to salaries. (See page 12 for current information on perqs.)

SALARY SUMMARY BY POSITION, 1989

POSITIONS/ADULT DEPARTMENTS

	NO. RESPONDING	RANGE	MEDIAN RANGE
Administrative Officer, Chief	45	$36,700—$104,000	$64,320—$68,500
Administrative Officer, Chief Deputy	37	$25,000—$97,340	$48,535—$64,927
Administration, Chief of	29	$25,000—$100,375	$43,632—$61,022
Administrative Assistant	39	$14,742—$62,472	$23,398—$33,120
Assistant Director	19	$22,284—$74,303	$43,181—$56,352
Budget Officer, Chief	48	$21,755—$82,418	$35,000—$47,848
Chaplain, Chief	40	$12,500—$77,903	$24,661—$34,028
Child Care Counselor	8	$11,000—$33,241	$17,706—$26,468
Clerk	37	$ 7,620—$29,244	$12,699—$17,745
Client Education, Director	29	$19,524—$73,062	$33,114—$46,365
Community Services Director	29	$19,006—$73,062	$38,940—$51,336
Correctional Officer I/Entry Level	47	$11,604—$35,760	$16,598—$22,279
Correctional Officer I/After 1st Year	33	$12,204—$35,298	$17,929—$23,386
Correctional Officer II	43	$12,636—$41,160	$19,178—$26,719
Correctional Officer III	42	$15,072—$47,292	$21,112—$29,152
Correctional Officer IV	36	$16,286—$55,545	$23,878—$32,184
Correctional Treatment Specialist	1	$19,493—$37,510	
Counselor (Adult System)	44	$13,368—$41,640	$20,724—$29,878
Dentist	40	$19,676—$84,720	$40,925—$55,315
Dietary, Director	36	$13,900—$55,315	$24,508—$35,173
Drug Abuse Specialist	27	$15,100—$65,368	$21,448—$32,260
EEOC Officer	32	$16,718—$81,513	$27,040—$40,803
Evaluation & Inspection, Chief	18	$16,152—$81,513	$34,554—$50,889
Executive Assistant	31	$15,312—$66,074	$29,000—$41,017
Food Service, Line Staff	44	$ 8,258—$44,444	$17,604—$25,204
Grants Manager	15	$18,930—$74,303	$30,396—$39,000
Industries, Director	47	$18,100—$81,513	$36,644—$49,983
Industries Foreman	40	$13,752—$63,172	$24,918—$32,410
Institutional Services, Director	18	$20,254—$73,571	$38,940—$54,662
Jail Director	14	$18,806—$59,177	$26,225—$36,310
Juvenile Care Worker/Entry Level	15	$11,600—$34,596	$16,198—$23,868
Juvenile Care Worker/After 1st Year	10	$12,700—$32,177	$17,351—$24,276
Legal Officer/Consultant	30	$21,756—$80,869	$32,916—$48,859
Legislative Liaison	16	$22,572—$77,100	$33,540—$47,000
Maintenance and Construction, Director	40	$14,472—$74,303	$30,192—$44,119
Maintenance, Line Staff	39	$10,500—$48,964	$19,038—$27,064
Maintenance, Plant Staff	28	$10,500—$45,792	$19,740—$27,146
Medical Doctor	27	$25,728—$108,672	$52,824—$75,574
Medical Services, Chief	32	$20,254—$100,963	$48,097—$62,472
Ombudsman	10	$19,826—$62,127	$22,848—$33,960
Parole Board Chairman	11	$12,285—$93,000	$48,500—$55,905
Parole Board Member	13	$12,285—$87,417	$40,000—$53,761
Parole Officer, Chief	32	$16,608—$68,490	$32,328—$43,158
Parole Officer I/Entry Level	34	$11,000—$41,640	$18,684—$27,085
Probation Officer, Chief	16	$19,812—$66,043	$29,229—$43,134

SALARY SUMMARY BY POSITION, 1989

POSITIONS/ADULT DEPARTMENTS

	NO. RESPONDING	RANGE	MEDIAN RANGE
Probation Officer I/Entry Level	22	$13,752—$59,886	$19,817—$28,392
Probation/Parole Compact Administrator	21	$18,333—$75,711	$29,812—$40,803
Personnel Officer, Chief	46	$20,520—$74,303	$33,696—$48,588
Program Services, Chief	21	$26,136—$88,605	$40,014—$59,696
Psychiatrist	22	$21,505—$110,000	$60,684—$80,510
Psychologist	44	$17,172—$94,907	$27,102—$41,460
Public Information Officer	32	$19,044—$70,032	$29,990—$42,194
Recreation Staff	43	$11,628—$38,800	$19,493—$29,094
Regional Director	22	$16,475—$85,452	$33,900—$53,761
Research, Director	29	$22,001—$75,711	$33,780—$45,370
Secretary (Administrative Aide)	41	$11,414—$61,700	$16,944—$24,300
Security Director	32	$19,865—$65,317	$31,779—$43,338
Special Services, Director	9	$24,064—$59,696	$29,229—$43,430
Superintendent	37	$24,792—$88,808	$39,588—$57,684
Training, Director	46	$18,565—$74,303	$31,764—$43,596
Trainer, Staff	44	$15,475—$59,177	$23,688—$32,355
Treatment, Director	26	$19,000—$76,424	$31,970—$45,011
Unit Manager	27	$18,324—$63,222	$27,834—$39,818
Warden, Deputy	39	$24,552—$80,063	$35,256—$48,600
Warden, Assistant	34	$21,502—$64,301	$31,550—$42,491
Warden I/Entry Level Institution Administrator	28	$24,492—$69,900	$34,577—$50,856
Youth Development Worker	3	$12,588—$30,388	$19,198—$30,388

POSITIONS/JUVENILE DEPARTMENTS

Administrative Officer, Chief	21	$32,916—$104,639	$52,000—$66,000
Administrative Officer, Chief Deputy	13	$29,407—$89,800	$50,190—$62,500
Administration, Chief of	15	$25,688—$81,200	$38,293—$56,576
Administrative Assistant	13	$12,974—$60,800	$25,833—$33,929
Assistant Director	10	$24,492—$71,736	$33,900—$52,793
Budget Officer, Chief	16	$21,038—$60,765	$29,448—$43,596
Chaplain, Chief	12	$16,809—$49,000	$24,240—$32,256
Child Care Counselor	12	$11,224—$41,736	$18,949—$27,092
Clerk	19	$ 8,762—$25,620	$13,627—$19,600
Client Education, Director	11	$17,836—$61,140	$43,181—$48,770
Community Services Director	10	$25,452—$58,438	$38,958—$51,771
Correctional Officer I/Entry Level	5	$10,712—$26,339	$18,805—$26,085
Correctional Officer I/After 1st Year	4	$10,979—$33,720	$19,431—$27,650
Correctional Officer II	4	$12,974—$38,796	$19,431—$29,115
Correctional Officer III	3	$14,742—$42,612	$35,316—$42,612
Correctional Officer IV	3	$16,475—$49,056	$40,632—$49,056
Counselor (Adult System)	2	$17,609—$37,020	
Dentist	8	$34,776—$76,685	$45,683—$68,524
Dietary, Director	13	$16,000—$49,416	$25,452—$33,842
Drug Abuse Specialist	10	$15,704—$67,400	$22,946—$31,048
EEOC Officer	9	$17,836—$54,717	$29,162—$38,085

SALARY SUMMARY continued...

POSITIONS/JUVENILE DEPARTMENTS

	NO. RESPONDING	RANGE	MEDIAN RANGE
Evaluation & Inspection, Chief	3	$19,006—$60,765	$47,981—$60,765
Executive Assistant	11	$12,168—$54,700	$29,769—$39,732
Food Service, Line Staff	22	$10,062—$29,561	$14,000—$18,500
Grants Manager	10	$19,810—$58,296	$27,834—$41,460
Industries Foreman	1	$15,704—$25,402	
Institutional Services, Director	13	$24,264—$83,100	$38,958—$52,598
Juvenile Care Worker/Entry Level	26	$10,200—$31,308	$15,350—$21,000
Juvenile Care Worker/After 1st Year	25	$11,224—$36,048	$16,597—$22,776
Legal Officer/Consultant	12	$22,000—$65,780	$37,868—$49,740
Legislative Liaison	9	$23,000—$64,404	$35,256—$50,068
Maintenance and Construction, Director	19	$14,401—$54,717	$28,188—$39,684
Maintenance, Line Staff	22	$11,244—$34,788	$16,944—$23,052
Maintenance, Plant Staff	10	$14,742—$35,027	$19,994—$24,712
Medical Doctor	5	$40,000—$96,425	$59,208—$81,242
Medical Services, Chief	10	$24,523—$98,110	$46,000—$54,526
Nurse, Staff	1	$20,846—31,269	
Ombudsman	5	$20,120—$54,717	$25,833—$39,026
Parole Board Chairman	2	$46,200—$71,586	
Parole Board Member	2	$41,640—$58,905	
Parole Officer, Chief	7	$24,500—$50,280	$30,859—$43,000
Parole Officer I/Entry Level	10	$18,949—$41,640	$23,088—$29,208
Probation Officer, Chief	4	$20,846—$62,472	$25,833—$33,929
Probation Officer I/Entry Level	7	$16,597—$44,376	$21,632—$31,272
Probation/Parole Compact Administrator	5	$18,996—$50,688	$26,680—$37,941
Personnel Officer, Chief	18	$15,704—$54,717	$32,000—$42,644
Program Services, Chief	9	$21,502—$51,060	$33,379—$48,662
Psychiatrist	2	$56,916—$100,485	
Psychologist	19	$16,608—$62,472	$29,964—$41,460
Public Information Officer	7	$23,000—$54,700	$32,053—$42,798
Recreation Staff	17	$12,974—$38,000	$18,473—$25,572
Regional Director	12	$25,750—$57,338	$32,053—$46,288
Research, Director	11	$23,700—$82,418	$35,256—$46,560
School Principal	2	$28,188—56,000	
Secretary (Administrative Aide)	19	$11,414—$33,648	$17,600—$23,398
Security Director	13	$15,531—$48,144	$21,456—$32,586
Social Worker	1	$21,984—$37,608	
Special Services, Director	5	$25,688—$48,144	$32,463—$42,644
Superintendent	20	$22,272—$66,284	$39,072—$46,055
Training, Director	14	$13,347—$54,717	$28,188—$39,508
Trainer, Staff	15	$15,704—$51,012	$24,096—$32,058
Treatment, Director	13	$19,006—$63,211	$30,612—$38,651
Unit Manager	15	$15,704—$46,288	$25,833—$34,704
Warden, Assistant	1	$27,522—$44,016	
Warden I/Entry Level Institution Administrator	1	$32,640—$52,338	
Youth Development Worker	6	$14,166—$28,770	$22,072—$24,442

SALARY SUMMARY BY POSITION, 1989

PARDONS AND PAROLE BOARDS

	NO. RESPONDING	RANGE	MEDIAN RANGE
Administrative Officer, Chief	8	$34,554—$71,587	$55,759—$57,600
Administrative Officer, Chief Deputy	6	$21,666—$70,536	$46,509—$47,658
Administration, Chief of	4	$28,392—$62,129	$35,999—$55,608
Administrative Assistant	6	$18,294—$37,500	$26,400—$32,880
Assistant Director	1	$31,278—$47,658	
Budget Officer, Chief	4	$18,019—$44,016	$27,522—$43,134
Clerk	7	$11,138—$25,302	$13,881—$19,536
Correctional Officer I/Entry Level	1	$18,699—$28,392	
Correctional Officer I/After 1st Year	1	$20,654—$31,278	
Correctional Officer II	1	$29,654—$31,278	
Correctional Officer III	1	$22,214—$33,696	
Correctional Officer IV	1	$24,523—$37,154	
Drug Abuse Specialist	1	$23,286—$37,086	
Executive Assistant	2	$21,666—$29,595	
Institutional Services, Director	1	$27,522—$44,016	
Legal Officer/Consultant	2	$35,716—$66,804	
Legislative Liaison	1	$25,302—$40,362	
Parole Board Chairman	13	$ 7,200[1]—$71,587	$48,000—$58,000
Parole Board Member	13	$ 7,200[1]—$69,076	$43,000—$52,848
Parole Officer, Chief	5	$22,776—$67,284	$41,640—$50,280
Parole Officer I/Entry Level	4	$13,347—$62,184	$19,812—$34,044
Probation/Parole Compact Administrator	2	$23,286—$37,154	
Personnel Officer, Chief	3	$22,214—$43,599	$32,880—$43,599
Psychologist	2	$25,833—$46,300	
Public Information Officer	2	$28,392—$43,134	
Regional Director	1	$29,958—$48,072	
Research, Director	3	$21,666—$47,880	$39,684—$47,880
Secretary (Administrative Aide)	8	$14,505—$29,112	$17,840—$23,412
Special Services, Director	1	$51,672—$56,808	
Training, Director	2	$24,523—$42,150	

PROBATION AND PAROLE DEPARTMENTS

Administrative Officer, Chief	10	$33,737—$98,000	$49,108—$55,344
Administrative Officer, Chief Deputy	10	$22,572—$88,600	$44,537—$58,464
Administration, Chief of	6	$26,997—$79,800	$38,958—$56,500
Administrative Assistant	4	$17,433—$37,100	$22,549—$33,823
Assistant Director	3	$25,416—$73,400	$38,500—$73,400
Budget Officer, Chief	8	$18,000—$67,170	$33,379—$50,068
Clerk	8	$11,412—$23,400	$12,852—$19,505
Community Services Director	3	$36,948—$73,400	$43,632—$73,400
Correctional Officer I/Entry Level	1	$17,305—$27,663	
Dietary, Director	1	$35,124—$47,064	
Drug Abuse Specialist	2	$17,124—$49,803	
EEOC Officer	3	$20,043—$43,632	$32,556—$43,632

SALARY SUMMARY continued...

PROBATION AND PAROLE DEPARTMENTS

	NO. RESPONDING	RANGE	MEDIAN RANGE
Executive Assistant	4	$23,148—$47,092	$30,478—$46,288
Food Service, Line Staff	1	$14,220—$19,056	
Grants Manager	1	$23,784—$31,860	
Institutional Services, Director	1	$43,632—$58,464	
Juvenile Care Worker/Entry Level	1	$19,056—$25,512	
Juvenile Care Worker/After 1st Year	2	$ 8,320—$33,912	
Legal Officer/Consultant	6	$22,284—$79,800	$42,400—$54,112
Legislative Liaison	1	$27,468—$34,596	
Maintenance and Construction, Director	1	$41,556—$55,680	
Maintenance, Line Staff	1	$18,144—$24,300	
Maintenance, Plant Staff	1	$21,000—$28,128	
Ombudsman	1	$15,684—$23,280	
Parole Board Chairman	5	$46,788—$87,388	$57,000—$57,000
Parole Board Member	5	$43,584—$73,482	$53,686—$53,686
Parole Officer, Chief	6	$24,096—$82,418	$34,140—$44,340
Parole Officer I/Entry Level	11	$13,752—$41,556	$21,382—$29,376
Probation Officer, Chief	6	$10,000—$82,422	$34,140—$65,000
Probation Officer I/Entry Level	8	$ 7,800—$39,500	$17,148—$25,698
Probation/Parole Compact Administrator	6	$11,400—$69,144	$24,522—$33,588
Personnel Officer, Chief	8	$18,696—$61,700	$31,000—$47,092
Psychiatrist	1	$35,892	
Psychologist	1	$35,640	
Public Information Officer	3	$28,532—$49,286	$38,889—$49,286
Regional Director	7	$22,284—$60,765	$35,041—$54,112
Research, Director	5	$21,636—$67,170	$32,556—$47,092
Secretary (Administrative Aide)	11	$9,324—$32,764	$16,332—$22,500
Training, Director	8	$19,536—$61,700	$31,000—$47,064
Trainer, Staff	5	$21,680—$49,803	$27,468—$40,930
Unit Manager	4	$25,428—$45,810	$34,141—$42,131

Note:
1 = OK Pardon & Parole Board, salary fixed by statute.
The range consists of the lowest salary to the highest reported salaries.

SALARY COMPARISONS BY ACA REGIONS
for selected adult positions

13 WESTERN STATES

DEPARTMENT	CHIEF ADMIN OFFICER	WARDEN I	PROB AND/OR PAROLE CHIEF	PAR/PROB OFCR, Entry Level	CORRECTIONAL OFCR I, Entry Level	CORRECTIONAL OFFICER IV
WA Dept of Corrections	$77,676	—	—	$18,684-23,388a	$19,308-24,372	$28,236-36,132
MT Dept of Institutions	$39,811-49,498	$39,811-49,498	$25,587-35,380a	$18,084-25,152a	$13,427-18,806	—
OR Dept of Corrections	$51,336-65,532	$39,072-49,836	$41,016-52,368a/b	$17,148-21,864a/b	$20,496-24,684	$22,128-27,984
ID Dept of Corrections	$51,114-68507	$34,577-46,354	$23,386-31,362a	$18,333-24,555a/b	$16,620-22,279	$24,555-32,928
WY State Penitentiary	—	$44,160-69900	—	—	$15,384-22320	$20,736-30,900
CA Dept of Corrections	$85,392	$62,640-68,904	$41,640-50,280a	$34,560-41,640a	$21,328-23,964	
NV Division of Prisons	$60,326	—	—	—	$17,577-23,498	$24,522-33,306
UT Dept of Corrections	$41,906-61,158	$35,350-51,594	$39,588-57,838a	$15,952-23,239a/b	$15,952-23,239	$24,534-35,788
CO Dept of Corrections	$69,999	—	$43,632-58,464a	$12,444-29,532a	$20,004-26,784	$32,556-43,632
AZ Dept of Corrections	$67,225-101,738	$29,549-44,716	$35,386-53,553a	$20,556-31,105a	$16,990-17,415	—
NM Corrections Dept	$59,921	$33,195-56,088	$43,293-54,662a/b	$18,070-30,213a/b	$14,374-23,899	$21,755-36,517
AK Dept of Corrections	$66,816-92,676	—	$46,068-62,472a	$27,468—37,416b	$26,784-35,760	—
HI Dept of Corrections	$68,400	$30,936-50,856	—	—	$18,132-23,436	—

13 SOUTHERN STATES

TX Dept of Corrections	$69,655	—	—	—	$14,400	—
OK Dept of Corrections	—	—	—	—	—	—
AR Dept of Correction	$61,874	$24,492-38,636	$17,836-28,860a	$15,704-25,402a	$13,832-22,386	$19,006-30,758
LA Dept Pub Safety & Corr	$55,000	$36,521-54,782	$36,521-54,782a/b	$16,216-24,324a	$13,227-19,855	$17,351-26,026
TN Dept of Correction	$60,996	$26,436-38,928	$22,284-32,640b	$13,752-20,412b	$12,588-18,696	$17,124-25,416
AL Dept of Corrections	$68,500	$25,750-39,026	$28,392-43,134a/b	$18,699-28,392a/b	$15,350-22,776	$24,523-37,154
MS Dept of Corrections	—	—	—	—	—	—
GA Dept of Corrections	$67,319	$29,958-48,072	$25,302-40,362a	$19,812-31,272a	$16,320-25,302	—
			$19,812-31,272b	$37,086-59,886b		
FL Dept of Corrections	$59,999-104,639	$34,999-61,039	$35,999-62,129a/b	$19,346-30,684a/b	—	—
SC Dept of Corrections	—	—	—	—	$14,082-21,123	$20,846-31,269
NC Dept of Corrections	$66,972	$33,900-55,224	$32,328-52,668a	$18,420-28,860a/b	$16,968-26,436	$21,768-34,704
VA Dept of Corrections		$28,310-38,678	$28,310-33,678a/b	$19,817-27,085a/b	$15,168-20,720	$21,666-29,595
WV Dept of Corrections	$36,700	$30,000-35,000	$20,520-25,000a	$11,000-14,000a	$11,604-18,192	—

6 NEW ENGLAND STATES

ME Dept of Corrections	$44,012-64,688	$36,608-51,209	$28,308-$39,000b	$22,817-30,929a	$22,817-30,929b	$19,406-26,145
VT Dept of Corrections	$49,545	—	$20,380-32,177a/b	$17,180-27,206a/b	—	$16,286-25,750
NH Dept of Corrections	$44,655-57,533	—	$37,795-48,094a/b	$27,480-32,522b	$16,598-19,406	$23,878-28,246
MA Dept of Correction	$61,300-77,546	—	—	—	$23,176-30,208	—
RI Dept of Corrections	$69,717-76,778	—	$38,067-43,158a/b	$26,160-29,468a/b	$20,334-23,309	—
CT Dept of Correction	$78,732-95,155	$43,790-53,754	$43,790-53,754a	$23,579-28,347a	$21,403-25,925	—

SALARY COMPARISONS continued...

13 CENTRAL STATES

DEPARTMENT	CHIEF ADMIN OFFICER	WARDEN I	PROB AND/OR PAROLE CHIEF	PAR/PROB OFCR, Entry Level	CORRECTIONAL OFCR I, Entry Level	CORRECTIONAL OFFICER IV
ND Director of Institutions	$42,564-63,144	$36,768-54,636	—	$16,848-25,476a/b	$13,932-21,108	$20,484-30,792
SD Bd of Charities & Corr	$37,600-56,400	—	$20,100-30,200a	$16,400-24,600a	$12,700-19,100	—
MN Dept of Corrections	$50,008-67,505	—	$42,491-56,480a	$21,339-27,833a/b	$20,379-21,537	$28,251-38,043
WI Div of Correction	$70,000	—	$29,229-42,194a/b	$20,211-28,240a/b	$16,198-22,220	$20,211-28,240
NE Dept Correctional Svcs	—	—	$24,064-33,689a	$18,019-25,226a	$15,893-22,249	$22,385-31,339
IA Dept of Corrections	$53,700-71,500	—	$28,267-39,270a	$21,465-26,332a $28,267-39,270b	$18,012-18,886	$26,998-34,112
KS Dept of Corrections	$68,500	$32,472-43,536	$30,936-41,460a	$20,340-28,056a	$16,427	$20,940-28,056
MO Dept of Corrections & HR	$64,320	—	$34,140-44,340a/b	$19,956-25,428a/b	$15,936-19,956	$20,772-26,484
MI Dept of Corrections	$70,032-81,056	$45,427-60,840	$56,543-66,043a/b	$22,297-31,158a/b	$18,803-26,083	$26,300-28,891
IL Dept of Correction	$64,000	$31,764-49,476	$36,288-62,796a	$20,832-26,988a	$18,720-22,164	$24,072-39,864
IN Dept of Correction	$50,960-79,560	—	$28,444-43,030a	$17,706-26,468a	$14,482-21,762	—
OH Dept Rehab & Corr	—	—	—	—	—	—
KY Corrections Cabinet	$49,500	$32,916-49,992	$16,608-26,592a/b	$15,072-24,144a/b	$12,408-19,860	$18,324-29,364

5 MID ATLANTIC STATES, NYC, DC & BP

NY Dept of Correctional Svcs	$98,399	—	—	—	$19,261	$38,889-49,286
NYC Dept of Correction	$104,000	—	—	—	$25,977	—
PA Dept of Corrections	—	—	—	—	$16,120	$30,572-38,327
NJ Dept of Corrections	$95,000	—	$48,927-68,490a	$18,436-19,359a	$23,071	$39,670-55,545
MD DPSCS/Corrections	—	$51,700	—	—	$19,150	$23,979-31,503
DE Dept of Correction	$72,500	$36,626-61,043	$36,740-61,234b	$17,455-29,092b	$16,211-25,330	$19,920-33,201
DC Dept of Corrections	$69,174-79,500	—	—	—	$20,418	$24,984-32,184
Bureau of Prisons	$57,158-74,303	$41,121-63,172*	—	—	$17,542-18,127	$28,852-37,510

Notes:
— = Information not available or position is in different agency.
* = Associate Warden
a = Parole
b = Probation
OK, MS and OH did not respond to survey.

STAFF COMPENSATION

98% of responding agencies report a formal written salary schedule.

Additional pay provided for:	Percent
Merit	71.84
Cost of Living	43.30
Longevity	63.92
Exceptional Service	26.09
Comparability	16.67
Shift Differential	60.42
Educational Incentives	17.98
Hazardous Duty	20.22
Riot or Emergency Squad	6.82

Percent of staff protected by Civil Service/Merit System

1989	Percent
None	13.39
1 - 25%	5.36
26-50%	.89
51-75%	4.46
76-99%	54.46
100%	20.54

Amount of separate increase for Hazardous Duty (HD) or Riot or Emergency Squad (RE):

Adult Departments:

AK (HD) and AL (RE)–One pay step increase

CT (HD)– early retirement for certain classes

DE (HD)– $1200 or $600 p/y eardepending on level of exposure and responsibility

GA (HD & RE)–$100 p/month

TX (HD)– Additional $7 p/month for each year of completed service; max $210 p/month

MI (HD)–$ .40=prison rate; $ .50=high security assessments for certain classes

NV (RE)–Time and one half

NH (HD)–$1300 p/year

SC (RE)–$1,000 p/year

UT(HD)–$25 or $35

Juvenile Departments:

AR (HD)– 5.5% above equivalent grade.

Combined Adult/Juv Departments:

HI (HD) –15 or 20% of base pay

NE (RE)–Hourly wage

Probation/Parole/Aftercare Departments:

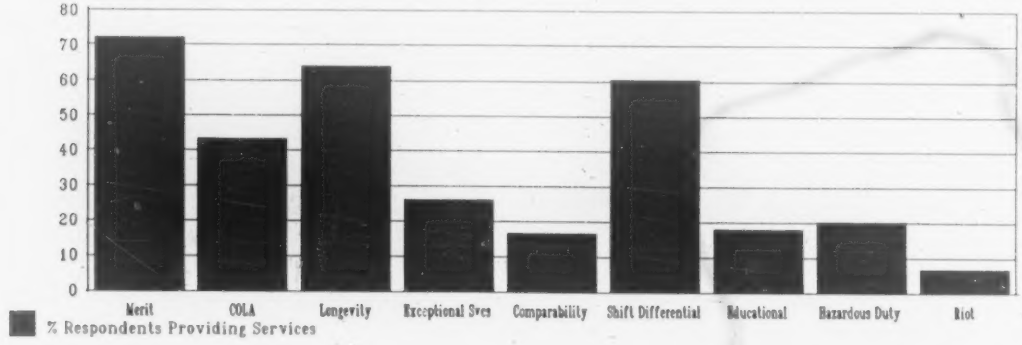
CT (HD) –Toward retirement

NY (HD) –$ .43 p/hour

NV (HD) –5%

TX (HD) –$7 p/month for each year of hazardous duty service over one year

SPECIAL INCENTIVE PAY PROGRAMS



FRINGE BENEFITS

COST OF LIVING INCREASE

Percent of Respondents				Percent of Average Increase
1982	1984	1986	1989	
		.9	0	Less than 1%
5	8.1	22.2	32.0	1-3%
16	31.8	39.8	43.0	4-6%
34	16.3	13.0	3.0	7-9%
13	.9	3.7	0	10% or over
29	42.7	20.4	22.0	None

MERIT INCREASE

Percent of Respondents				Percent of Average Increase
1982	1984	1986	1989	
		1.9	3.13	Less than 1%
21	13.6	21.3	18.75	1-3%
37	34.5	38.8	36.46	4-6%
34	1.8	0	2.08	7-9%
13	.9	.9	0	10% or over
29	49.0	35.2	37.50	None

» **The average fringe benefits package constitutes 27% of correctional salaries as reported by 99 respondents.**

» 34 respondents noted different fringe benefits packages for correctional officers (29% average package).

» 28 respondents noted different fringe benefits packages for juvenile care workers (29% average package).

» 86% of 113 responding agencies reported the availability of an Employee Assistance Program, i.e. substance abuse counseling, stress management, retirement planning.

Child care services become a benefit.

7% of 112 responding agencies have the benefit of child care available to them.

LEAVE

Length of Probationary Period before Eligible for Leave	%1989	OTHER explained...
None	36.61	NYC reports that since 10/1/87, COs are eligible after 18 months.
3-5 months	4.46	PA, UT, NC DOCs have a 30 day probationary period.
6 months	48.21	GA Juv probationary period is 80 hours.
One year	3.57	CA DOC - 9 months for COs; 1 year for others.
Other	7.14	UT Parole Board probationary period is 4 weeks

PAID HOLIDAYS

No. of Days	8	9	10	11	12	13	14	15
Percent	1.85	10.19	19.44	24.07	24.07	14.81	4.63	.93

VACATION

The number of paid vacation days provided per year per length of employee service.

At 6 months	Percent
Under 6 days	32
6 days and under 7 days	3
7 and under 10 days	10
10 days	7
Over 10 and under 15 days	19
15 days	14
18 days	1

At 1 year	Percent
Under 10 days	2
10 days	15
Over 10 and under 12 days	7
12 days	35
Over 12 and under 15 days	13
15 days	24
Over 15 and under 22 days	4

At 3 years	Percent
Under 10 days	2
10 and under 12 days	13
12 days	32
13 and 14 days	16
15 days	29
20 to 30 days	8
*39 days	1

* plus 3 bonus days –NYS Division for Youth

At 5 years	Percent
10 days and under	7.1
Over 10 and under 15 days	13.2
15 days	46.9
16 and under 18 days	15.3
18 days	14.2
Over 18 and under30 days	1
30 days	1
* 65 days	1

* plus 5 bonus days –NYS Division for Youth

At 10 years	Percent
10 and under 15 days	3
15 days	24
16 and 17 days	6
18 days	33
19 and 20 days	22
21 and under 25 days	6
25 up to 30 days	4
36 days	1

At 15 years	Percent
15 and under 18 days	10
18 days	13
19 and 20 days	24
21 days	30
Over 21 and under 27 days	15
27 days	3
30 days	2
42 days	1

At 20 years	Percent
Under 15 days	1
Over 15 and under 20 days	6
20 days	12
21 days	21
22 and under 25 days	24
25 and under 28 days	20
30 days	1
33 days	2
42 days	1

At 25 years	Percent
Under 20 days	6.3
20 days	8.4
21 days	26.3
22 and under 25 days	24.2
25 and under 26 days	19
26 and under 30 days	9.4
30 days	4.2
36 days	1
42 days	1

At 30 years	Percent
Under 20 days	5
20 and under 21 days	7
21 days	22
Over 21 and under 25 days	24
25 and under 26 days	16
26 and under 30 days	10
30 days	5
36 days	1
42 days	1

VACATION continued...

Maximum number of vacation days staff may accumulate and carry forward

Days	% 1986	% 1989
0		.93
1 - 30	21.4	25.23
31 - 60	37.0	38.32
61 - 90	2.8	1.87
91 - 120	3.7	1.87
Over 120	4.6	8.41
No limit	4.6	3.74
Other formulas used	25.0	19.63

Number of paid days sick leave staff may accumulate and carry forward

Days	% 1986	% 1989
0		.93
1 - 30		.93
31 - 60	.9	3.70
61 - 90	5.5	7.41
91 - 120	2.8	2.78
Over 120	16.7	12.96
Unlimited or as needed	71.3	70.37

53% of responding agencies allow employees to credit unused sick leave to retirement.

OTHER TYPES OF LEAVE PROVIDED BY AGENCY

Number Responding	Percent of Respondents	Type of Leave
113	99.12	Jury Duty
110	99.09	Military
112	98.21	Leave without Pay
106	94.34	Death in Family
104	88.46	Maternity
105	85.71	Family Illness
102	85.29	Educational Leave without Pay
98	63.27	Educational Leave with Pay
98	84.69	Bodily Injury/illness(in line of duty)
105	88.57	Administrative
99	67.68	Election Leave (to vote in general election)
97	43.30	Personal Leave (not charged to vacation)
93	60.22	Adoptive
98	57.14	Expectant or New Father
89	28.09	Disasters
88	7.95	Bonus Leave
95	54.74	Employee Organization
108	89.81	Compensatory
92	19.57	Volunteer Fire/Rescue
97	51.55	Civil Service Exam
85	8.24	Peace Corp

INSURANCE

Blue Cross/Blue Shield and Health Maintenance Organizations dominate health care providers

The diversity of present day health insurance choices is reflected in 80% of responses offering a multiple option health plan to their employees.

» **Of the 80%**

34% have Blue Cross/Blue Shield or Health Maintenance Organization choices;
11% offer HMO or State Insurance Plan;
54% offer varying combinations of plans.

HEALTH INSURANCE

Carried by:	% 1986	% 1989
Blue Cross/Blue Shield	8.3	38.39
Health Maintenance Organization	.9	17.86
Private Insurance Company	1.8	2.68
Multiple Option	32.4	25.89
State Insured Plan	9.3	12.50
Other	45.4	2.68

BASIC HOSPITALIZATION/SURGICAL

Employee Coverage				Family Coverage	
% 1986	% 1989			% 1986	% 1989
49.1	47.75		Paid in full by Agency	14.8	16.19
42.6	43.24	(High 95/5; Low 50/50)	Agency/Employee share cost (High 90/10; Low 10/90)	50.9	52.38
0	0		Paid in full by Employee	22.2	19.05
7.4			Varies according to plan	10.2	(
	9.01		Other		12.38

MAJOR MEDICAL

Employee Coverage				Family Coverage	
% 1986	% 1989			% 1986	% 1989
40.7	45.71		Paid in full by Agency	13.0	16.16
39.0	41.90	(High 95/5; Low 50/50)	Agency/Employee share cost (High 90/10; Low 10/90)	49.0	49.49
4.6	1.90		Paid in full by Employee	23.2	23.23
10.2			Varies according to plan	11.1	
1.8	10.89		Other	.9	11.11

INSURANCE continued...

PHYSICAL EXAM

% 1986	% 1989	
24.0	23.53	Paid in full by Agency
6.5	14.71	Agency/Employee share cost (High 90/10; Low 75/25)
16.7	19.61	Paid in full by Employee
10.2	21.57	Varies according to plan
38.9	20.59	None

DENTAL INSURANCE

Employee Coverage					Family Coverage	
% 1986	% 1989				% 1986	% 1989
41.6	42.06		Paid in full by Agency		25.0	21.15
12.0	14.95	(High 95/5; Low 70/30)	Agency/Employee share cost	(High 95/5; Low 34/66)	18.5	24.04
19.5	21.50		Paid in full by Employee		30.5	35.58
3.7	11.22		Varies according to plan		3.7	9.62
21.3	10.28		None		20.4	9.62

ACCIDENTAL DEATH INSURANCE

% 1986	% 1989	
37.0	39.22	Paid in full by Agency
13.9	10.78	Agency/Employee share cost (High 90/10: Low 4/96)
13.0	21.57	Paid in full by Employee
5.6	12.75	Varies according to plan
17.6	15.69	None
11.1	9.73	Other

MAXIMUM AMT OF COVERAGE	% 1989
Under $24,999	22.22
$25,000-$49,999	11.11
$50,000-$99,999	3.70
$100,000-$149,999	2.47
$150,000 or over	9.88
Double annual salary	6.17
4 times annual salary	3.70
Based on age & salary	14.81
Other	24.69

INSURANCE continued...

GROUP LIFE INSURANCE

Employee Coverage		
% 1986	% 1989	
41.6	43.52	Paid in full by Agency
27.8	22.22	Agency/Employee share cost (High 90/10; Low 4/96)
8.3	17.59	Paid in full by Employee
9.3		Varies according to plan
7.4	3.70	None
5.5	12.96	Other

MAXIMUM AMOUNTOF COVERAGE	
% 1989	
30.11	Under $24,999
9.68	$25,000-$49,999
5.38	$50,000-$99,999
3.23	$100,000-$149,999
8.60	$150,000 or over
13.98	Double annual salary
1.08	4 times annual salary
10.75	Based on age & salary
17.20	Other

WORKER'S COMPENSATION

Employee Coverage		
% 1986	% 1989	
81.5	84.40	Paid in full by Agency
5.5	7.34	Agency/Employee share cost (High 75/25; Low 66/33)
8.3	4.59	Other
1.9	3.67	None

LIABILITY COVERAGE

Employee Coverage		
% 1986	% 1989	
35.2	45.36	Paid in full by Agency
1.9	2.06	Agency/Employee share cost (High 5C/50; Low 50/50)
	4.12	Paid in full by Employee
12.0	5.15	Other
36.1	43.30	None

INSURANCE continued...

59% of 50 respondents reported that benefits are provided as a percent of salary in the following amounts:

9% provided less than 50%

55% provided 50-60%

36% provided over 60%

DISABILITY INSURANCE (long-term)

Employee Coverage	% 1986	% 1989
Paid in full by Agency	22.2	30.69
Agency/Employee share cost	8.3	8.91
Paid in full by Employee	14.8	26.73
Varies according to plan		18.81
Other	13.0	14.85

Benefits Commence	% 1989
Immediately	17.11
After 30 days	22.37
After 60 days	2.63
After 90 days	11.84
After more than 90 days	21.05
Other	25.00

Duration of Payments	% 1989
Less than 5 years	12.50
5 to 10 years	1.39
To age 65	18.06
Length of incapacity	31.94
Depending on injury	12.50
Determined by Board	6.94
Up to retirement age	1.39
Other	15.28

LINE OF DUTY DEATH BENEFIT

55% of departments reported their employees eligible for special state benefits if killed in line of duty.

Of the negative responses, 52% reported a select group eligible for state benefits.

The select groups were identified as correctional officers (DE): correctional officers and youth counselors only if ordered to be involved (WI); probation/parole officers (DE, GA, NY); certified officers (NM, NC, UT); security staff (GA); direct care staff (NC); public safety officers (OR). Act 15 of 89, retroactive to 1/1/89, surviving spouse, children, etc., of any Arkansas DOC employee gets $25,000 payment; if death attributable to a felonious criminal action of another person, an additional $75,000 is paid to survivors. The Maryland Corrections Division provides one year's salary as part of the retirement package. New York City provides city benefits. The Bureau of Prisons has federal benefits.

Actual compensation:

Under $24,999	32%
$25,000-$49,999	28%
$50,000-$99,999	38%

RETIREMENT

Respondents reported retirement plans as follows:

- 50% — State Plan, Social Security, and Deferred Compensation
- 17% — State Plan and Social Security
- 33% — Other Combinations or Insurance Plans

PERIOD OF EMPLOYMENT FOR INITIAL VESTING		
	% 1986	% 1989
From date of employment	14	11.65
From 1st to 3rd year	1	1.94
From 4th to 7th year	34	34.95
From 8th to 10th year	1	5.83
After 10th year	51	42.72
Other	6	2.91

PERIOD OF EMPLOYMENT FOR INITIAL ELIGIBILITY		
	% 1986	% 1989
From date of employment	61.1	62.16
Within first year	6.5	6.31
At first year	3.7	1.80
At 2nd to 4th year	3.7	1.80
At 5th to 9th year	6.5	7.21
At or after 10th year	11.1	15.32
Other	6.5	5.41

FORMULAS USED FOR RETIREMENT PLANS		
	% 1986	% 1989
Highest 2 year average	2.8	2.98
Highest 3 year average	52.7	57.01
Highest 4 year average	1.9	5.61
Highest 5 year average	13.9	12.15
Final 3 year compensation	5.5	5.61
Final 5 year compensation	1.9	.93
Final average pay	5.5	2.80
Other	14.9	16.82

Some other formulas used:

PA DOC - 2% of final average salary X years of service X withdrawal factor.

CT CYS - 1.33% X average annual earnings + .05% X average annual earnings in excess of retirement years break point.

GA DYS - Average monthly salary in 8 calendar quarters.

SD Corr Div - Average of last 3 quarters.

TX DOC - Average of highest 36 months out of last 60 months.

SC DYS - Highest 12 quarters.

MO DCHR - Highest 36 consecutive month's average X 1 1/2% x Years and months' credited service.

RETIREMENT continued...

Sixty respondents reported the maximum percent of salary at which an employee retires. The answers ranged from 2% to 100%— 5 answered 100%; 8 between 90 and 99%; 8 at 80%; 16 between 70 and 77 %; 12 between 50 and 67%; the remainder below 48%; the average of all was 65%.

PERCENT OF RETIREMENT PAID BY STATE

Number of Respondents	Percent of Retirement Wage
14	100.
3	60
4	50
13	Under 25

EMPLOYEES ABLE TO "BUY BACK" SERVICE TIME FROM OTHER PUBLIC JURISDICTIONS

	Within State		Out of State or Federal	
	% 1986	% 1989	% 1986	% 1989
Yes	78.7	84.31	38.0	55.56
No	17.6	15.69	55.5	44.4

The average mandatory retirement age reported was age 66 with an average service period of 20 years.

59% of respondents reported a different retirement age or service period for correctional officers; the average age reported was 51, the average service period was 19 years.

56% reported different retirement/program benefits for correctional personnel.

Retirement/program benefit plans differed as follows:

CA - 1: Earlier retirement at a higher %.
CA - 2: Peace officer-2.5% at 55; state safety officer-2% at 55.
CA - 5: Higher % at earlier age ; maximum 75% of salary.
CT - 2: Early retirement at age 47.
CT - 6: 25 years' svc & age 50. Other non-law enforcement min age is 55.
HI - 3: 10 years' service as CO with at least 5 in corrections; 2.5% of average final compensation.
IA - 1: 50% of salary after 25 years (instead of 30).
KS - 1: Retirement at 55, early retirement at 50 with reduced benefits.
ME - 3: For Maine State Prison-employees who were grandfathered.
MD - 4: COs entitled to join retirement system which is closed to new employees.
MA - 4: After 20 years may retire at 50% of annual average rate of regular compensation during last 12 months.
MI - 1: Age 51 with 25 years as CO or age 56 with 10 years provided last 3 years were in security sensitive positions.
NV - 1: 10 years or more at 55; or 20 years at 50 years of age.
NV - 2: Early retirement
NV - 6: Can retire earlier as above; contribution rate is higher.
NH - 1: At 20 years, age 45 at half pay, 2 1/2% thereafter (9.39% salary contribution).
NH - 2: Earlier eligibility and earlier retirement age; no social security.
NM - 3: Contributes less %; state contribution higher %; can retire at higher %.
NY - 1: Half pay after 25 years' service.
RI - 1: Earlier age and service.
SC - 2: Contribution/allowance higher; years of service/age differ.
TX - 1: 20 years for Certified Peace Officer; Correctional Officer-50% at 20 years (instead of 38%).
UT - 5: Higher % of final average salary, fewer years service required.
WI - 4: Higher employer contributions.
BP - 1 Plan is the same, calculation differs.

KEY TO CODES: 1=Corr Dept/Adult; 2=Corr Dept/Juv; 3=Corr Dept A/J; 4=Corr Div; 5=Pard/Par Bd; 6=Prob/Par/Aftercare Dept, A/J

SECTION III

THE CORRECTIONAL OFFICER

Education, Training & Pay

Training Class, Maryland Correctional Training Commission

Photo by Michael Dersin

Promoting Professionalism

Corrections as a Career

If there is opposition to jails and prisons as safeguards in maintaining a democratic society, why do prosecutors, juries, and judges use them so much? Each day, the number of persons in prison and the number on probation and parole grows larger. Promoting "zero tolerance" and "the long arm of the law" seem to be pervasive concepts in today's law enforcement community, which only add to the troubles we face in corrections.

Corrections must overcome more challenges than ever before. Correctional agencies have space, program, and, above all, staffing problems. Where will we get the people necessary to meet the needs of our agencies? And once they are integrated into the system, how do we convince enough of them to make corrections a career?

In addition, the cost of maintaining every correctional system currently in operation is overwhelming; as each agency puts more people and facilities on line, the cost becomes even harder for policymakers to handle.

No corrections professional is opposed to safe streets and a crime-free society. We want to be active participants in fighting crime. However, in order to be an effective partner in the campaign against crime, corrections needs attention from community leaders as well as the general public. The neglect of our jails and prisons, and antipathy toward incarceration alternatives, such as community corrections, cannot continue.

Corrections has become the "whipping boy" of the criminal justice system. Congress and state legislatures continue to enact new laws that require the incarceration of offenders, thus contributing to the crisis of institutional crowding and unmanageable caseloads.

The American Civil Liberties Union's National Prison Project and its allies are always quick to exploit these problems by filing a flood of lawsuits. Its latest thrust is the alleged abuse of women, the elderly, death row inmates, and inmates with AIDS. There seems to be no end to the number of challenges initiated by the ACLU in order for it to "earn its keep."

To promote a better understanding of the plight of corrections and to help relieve the problems, each jurisdiction needs to organize high-level meetings that include the most knowledgeable people in the field. These groups could recommend a change in sentencing philosophies or be prepared to argue for increases in correctional funding beyond even the largest estimates.

Corrections professionals need to join the debate and outline constructive solutions:

- Staff need to be trained and retrained, both to increase their efficiency and to expand their career capabilities.
- Technology should be used as much as possible to suit the needs of a modernized correctional system.
- Operational policies and procedures must be updated, even if it means abandoning once popular practices.
- Correctional standards should be used to aid the cause of modernization.
- There has to be planning for needs of staff and inmates, both in the short term and well into the future.

The correctional staffing dilemmas of high turnover and inadequate training can be satisfactorily resolved if emphasis is placed on making corrections a desirable and challenging career. This is a realistic goal if we in the field pool our resources, make greater use of the new technology, and illustrate the need for our elected officials and the general public to adopt more reasonable expectations for corrections.

CORRECTIONAL OFFICERS IN ADULT SYSTEMS

(as of June 30, 1988)

State	Total	White		Black		Hispanic		Other		Supervisory		Non-Supervisory		Training Level		Ratio	Turnover
		Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	CO:Inmates	Rate (%)
AL	2,052	962	109	762	210			8	1	239	43	1,472	268	21	9	1:5.50	8.10
AK	689	410	94	48	7	13	4	84	29	84	22	471	112			1:3.00	—
AZ	2,681	—	—	—	—	—	—	—	—	348*		2,681*		82	33	1:3.70	12.50
AR	1,061	487	75	434	65					311	19	596	120	14	1	1:19.0	30.00
CA	12,231	6,079	1,020	1,675	628	1,976	351	458	74	1,631	270	8,557	1,803	11	5	1:6.00	7.40
CO	1,006	649	104	43	3	139	28	38	2	423	57	446	80			1:4.80	7.80
CT	1,866	1,118	140	387	53	144	13	10	1	197	13	1,455	194	7		1:4.00	13.25
DE	820	442	49	253	59	6	1	10		109	10	588	97	14	2	1:3.50	13.20[1]
FL	7,793	4,897	957	1,200	505	179	23	23	9	338	35	5,961	1,459			1:4.27	14.22
GA	3,485	1,845	250	1,096	271	12	1	9	1	320	19	2,642	504	448	87	1:4.50	20.00
HI	1,036	230	19					725[2]	62[2]	219[3]	20[3]	733	61	3		1:2.61	9.69
ID	278	247	31							37[3]	2[3]	210	29			1:5.90	15.00
IL	5,645	—	—	—	—	—	—	—	—	985*		4,496*		164*		1:3.50	9.30
IN	2,158	1,304	318	359	154	20	2	2		228	116	1,513	464	14	2	1:4.80	9.00
IA	986	868	98	24	7	7		5		139	13	775	92			1:3.20	11.10
KS	1,065	773	159	78	25	23	4	4	1	137	23	658	147	75	25	1:5.00	—
KY	1,153	872	179	72	27	2			1	189	22	757	185			1:4.50	16.00
LA	3,078	1,739	293	843	195	5		3		332	23	2,258	465			—	—
ME	391	365	26							61	3	304	23			1:5.00	17.00
MD	3,583	1,735	208	1,164	468	7	1			626	66	2,248	610	68	27	1:4.00	10.80
MA[4]	2,207	1,711	178	178	58	61	6	15								—	—
MI[4]	4,752	2,789	792	563	520	24	8	41	15	459	91	3,417	1,335	795	340	1:4.72	10.00
MN	852	656	125	40		8	1	11	4	67	11	650	124	5	5	1:3.00	6.30
MS	1,232	227	80	600	321	2			2	127	19	757	413	300	300	1:5.60	23.00
MO	2,239	1,860	252	90	23	8	1	5		337	37	1,626	239			1:5.30	25.00
MT	213	193	18					2		31	1	190	18			1:4.33	14.40
NE	484	354	73	30	8	13	1	3	2	67	6	333	78			1:4.20	15.37
NV	911	695	98	53	15	28	2	20		77	5	480	78	187	84	1:4.80	18.20
NH	290	241	40	4	3	1	1			51	2	182	41	13	1	1:4.00	14.00
NJ	3,038	1,773	141	905	115	87	13	9		456	29			693	113	1:3.12	17.00
NM	1,050	264	38	27	4	598	82	23	14	114	7	709	114	89	17	1:2.50	22.00
NY	17,197	13,577	648	1,775	580	518	44	47	8	1,502	66	12,417	1,010	1,998	204	1:3.00	4.90
NC	4,754	3,043	117	1,367	146	13		62	6	879	33	3,246	236	15	11	1:19.0	9.00
ND	135	111	19					5		70	4	46	15			1:3.50	8.00
OH	3,507	2,453	382	432	124	15	1	98[5]	2	248	14	2,750	495			1:7.00	14.00
OK	1,460	1,065	163	108	24	10		77	13	467	70	834	113	159	17	1:6.00	12.47
OR	655	461	82	26	12	26	4	33	11	86	9	460	100			1:7.00	9.30
PA	2,948	2,481	209	210	36	8	2	2		455	25	1,960	183	286	39	1:7.00	4.00
RI	616	509	49	32	9	10		6	1	51	5			5	1	1:2.30	6.50
SC	3,011	958	276	1,336	416			22	3	381	55	1,935	640			1:3.94	29.00
SD	241	195	39		1			6		42	1	159	39			1:6.00	16.00
TN	2,735	1,910	297	392	136					215	17	2,087	416			1:2.70	17.70
TX	9,935	5,280	1,072	2,031	606	802	90	48	6	1,027	72	7,133	1,687	1	15	1:3.99	11.64
UT	442	400	28	5	2	7		2		41	4	373	24			1:4.50	15.00
VT	253	221	32													1:2.40	—
VA	4,141	2,001	353	1,494	295	15	5	7	1	453	41	3,034	613	8,247	4,171	1:2.90	24.10
WA	2,093	1,148	252	140	30	46	12	52	15	230	32	1,156	277			1:2.92	10.00
WV	418	388	24	3	2		1			61	4	328	23	2		1:3.00	22.00
WI	1,691	1,382	206	27	13	24	2	33	4	113	9	1,302	197	51	19	1:3.70	5.90
WY[6]	205									30		175				1:9.58	21.50
Total	126,792	73,370	10,212	20,276	6,181	4,857	704	2,008	288	15,090	1,445	86,360	15,221	13,767	5,528	Avg 1:4.97	Avg 14.01
		83,582*		26,457*		5,561*		2,296*		16,535*		101,581*		19,295*			
FBP	5,362	3,382	251	1,030	215	391	26	65	2	521	19	4,347	475			1:8.10	15.00
DC	2,142	169	35	1,379	485	20	6		8	250	61	1,318	465	48		1:4.00	15.00

NOTES:

* Combined male / female

— Information not available at time of publication

1. Does not include staff training relief officers, new cadets in training, emergency response team, supervised custody, or transportation staff
2. Includes Blacks and Hispanics
3. Includes all races
4. Data as of 6/30/87
5. Includes 89 of unknown race, both sexes
6. Data as of 6/30/86

COMPARISON OF THE NUMBER OF CORRECTIONAL OFFICERS AND THEIR STARTING SALARIES

1985—1988

STATE	NUMBER OF CORRECTIONAL OFFICERS				STARTING SALARIES (Entry-Level Correctional Officer)			
	6/30/85	6/30/88	Difference	% Change	1/1/86	5/1/88	Difference	% Change
AL	1,801	2,052	251	13.94	14,274	15,350	1,076	7.54
AK	734	689	(45)	-6.13	25,800	26,784	984	3.81
AZ	2,142	2,681	539	25.16	16,172	—		
AR	266	1,061	795	298.87	13,416	13,832	416	3.10
CA	7,570	12,261	4,691	61.97	18,612	20,328	1,716	9.22
CO	965	1,006	41	4.25	21,576	20,004	(1,572)	-7.29
CT	1,292	1,866	574	44.43	19,412	21,403	1,991	10.26
DE	790	820	30	3.80	14,428	16,211	1,783	12.36
FL	6,049	7,793	1,744	28.83	14,261	—		
GA	3,124	3,485	361	11.56	13,392	16,320	2,928	21.86
HI	550	1,036	486	88.36	14,148	18,132	3,984	28.16
ID	230	278	48	20.87	15,075	16,620	1,545	10.25
IL	3,007	5,645	2,638	87.73	16,404	18,720	2,316	14.12
IN	2,051	2,158	107	5.22	13,910	14,482	572	4.11
IA	978	986	8	0.82	16,349	18,012	1,663	10.17
KS	865	1,065	200	23.12	15,024	16,427	1,403	9.34
KY	1,032	1,153	121	11.72	12,408	12,408	0	0.00
LA	3,160	3,078	(82)	-2.59	11,664	13,227	1,563	13.40
ME	356	391	35	9.83	12,937	14,705	1,768	13.67
MD	2,999	3,583	584	19.47	16,120	19,150	3,030	18.80
MA	1,763	2,207	444	25.18	19,247	23,176	3,929	20.41
MI	2,753[1]	4,752	1,999	72.61	16,787	18,803	2,016	12.01
MN	852	852	0	0.00	16,120	20,379	4,259	26.42
MS	992	1,232	240	24.19	12,231	—		
MO	1,427	2,239	812	56.90	14,400	15,936	1,536	10.67
MT	276	213	(63)	-22.83	13,203	13,427	224	1.70
NE	499	484	(15)	-3.01	14,132	15,893	1,761	12.46
NV	780	911	131	16.79	16,000	17,577	1,577	9.86
NH	152	290	138	90.79	14,216	16,598	2,382	16.76
NJ	3,080	3,038	(42)	-1.36	18,366	23,071	4,705	25.62
NM	862	1,050	188	21.81	13,488	14,374	886	6.57
NY	12,590	17,197	4,607	36.59	16,401	19,261	2,860	17.44
NC	3,979	4,754	775	19.48	14,568	16,968	2,400	16.47
ND	103	135	32	31.07	13,332	13,932	600	4.50
OH	2,552	3,507	955	37.42	14,539	—		
OK	1,584	1,460	(124)	-7.83	14,145	—		
OR	539	655	116	21.52	18,744	20,496	1,752	9.35
PA	1,789[1]	2,948	1,159	64.78	14,400	16,120	1,720	11.94
RI	470	616	146	31.06	16,858	20,334	3,476	20.62
SC	1,792	3,011	1,219	68.02	12,394	14,082	1,688	13.62
SD	196	241	45	22.96	12,064	12,700	636	5.27
TN	3,350[1]	2,735	(615)	-18.36	11,844	12,588	744	6.28
TX	7,545	9,935	2,390	31.68	14,544	14,400	(144)	-0.99
UT	327[1]	442	115	35.17	15,556	15,952	396	2.55
VT	245	253	8	3.27	10,837	—		
VA	4,089	4,141	52	1.27	13,403	15,168	1,765	13.17
WA	2,075	2,093	18	0.87	17,544	19,308	1,764	10.05
WV	400	418	18	4.50	11,604	11,604	0	0.00
WI	1,301	1,691	390	29.98	15,744	16,198	454	2.88
WY	190	205	15	7.89	—	15,348		
DC	1,899	2,142	243	12.80	17,841	20,418	2,577	14.44
NYC	6,374	9,229	2,855	44.79	—	25,977		
FBP	4,463	5,362	899	20.14	—	17,542		

NOTES:

— Data not available at time of publication

1. Data as of 6/30/84

CORRECTIONAL OFFICERS

84% of respondents celebrate National Correctional Officers' Week during the second week in May.

» 82 % of respondents reported a *minimum* age requirement for beginning correctional officers. The average minimum age reported is 19.

» 18% of respondents reported a *maximum* age beyond which individuals are not considered for employment as correctional officers. The average maximum age reported is 47.

One of the questions in our survey asked what was the respondents impression of the prevalent public attitude towards the job of correctional officer.
On a scale of 1 to 9 – one being highly respected and nine, public mistrust the results were as follows:

1 = 2.17 %	6 = 15.22 %
2 = 4.35 %	7 = 2.0 %
3 = 19.57 %	8 & 9 = 0 %
4 = 28.26 %	No opinion = 28.26 %

EXAMINATION PROCESS	% 1989
Written exam	82.35
Psychological test	27.45
MMPI	19.61
Psychological Interview	17.65
MMPI and Psychological Interview	13.73
Inwald Personality Inventory	7.84
Polygraph	1.96
Other	52.94
No test of any kind	5.88

LEVEL OF EDUCATION REQUIRED AT THE ENTRANCE LEVEL	% 1989
G.E.D.	63.46
High School Diploma	7.69
Community College Diploma	0
Other	17.31

There are state statutes mandating training in 58% of responding agencies

LENGTH OF TIME IN PRESERVICE ACADEMY TYPE CLASS	% 1989
1 week	1.92
2 weeks	5.77
3 weeks	17.31
4 weeks	17.31
5-9 weeks	44.23
10-16 weeks	3.85
Over 16 weeks	0

TOTAL LENGTH OF TIME IN TRAINING INCLUDING ACADEMY STYLE AND OJT	% 1989
2 weeks	3.85
3 weeks	7.69
4 weeks	7.69
5-9 weeks	34.62
10-16 weeks	13.46
17-24 weeks	5.77
Over 24 weeks	21.15

JUVENILE CARE WORKERS

» 71 % of respondents reported a *minimum* age requirement for beginning juvenile care workers
The average minimum age reported is 19.

» 5% of respondents reported a *maximum* age beyond which individuals are not considered for employment as juvenile care workers
The average maximum age reported is 70.

EXAMINATION PROCESS	% 1989
Written exam	58.70
Psychological test	6.52
MMPI	4.35
Psychological Interview	4.35
MMPI and Psychological Interview	4.35
Inwald Personality Inventory	2.17
Other	34.78
No test of any kind	23.91

LEVEL OF EDUCATION REQUIRED AT THE ENTRANCE LEVEL	% 1989
G.E.D.	50.00
High School Diploma	17.39
Community College Diploma	2.17
Other	19.57

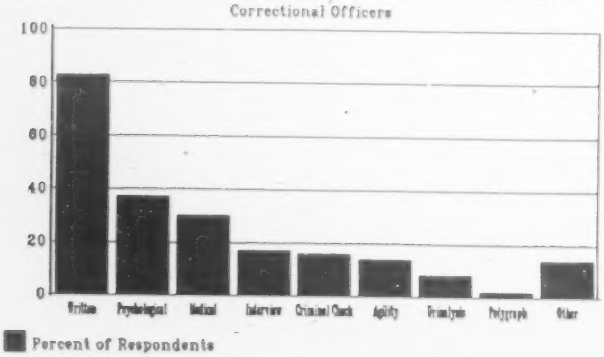
There are state statutes mandating training in 38% of responding agencies

LENGTH OF TIME IN PRESERVICE ACADEMY TYPE CLASS	Percent
1 week	17.39
2 weeks	15.22
3 weeks	6.52
4 weeks	6.52
5-9 weeks	13.04
10-16 weeks	0
Over 16 weeks	0

TOTAL LENGTH OF TIME IN TRAINING INCLUDING ACADEMY STYLE AND OJT	Percent
2 weeks	21.74
3 weeks	13.04
4 weeks	10.87
5-9 weeks	19.57
10-16 weeks	4.35
17-24 weeks	2.17
Over 24 weeks	2.17

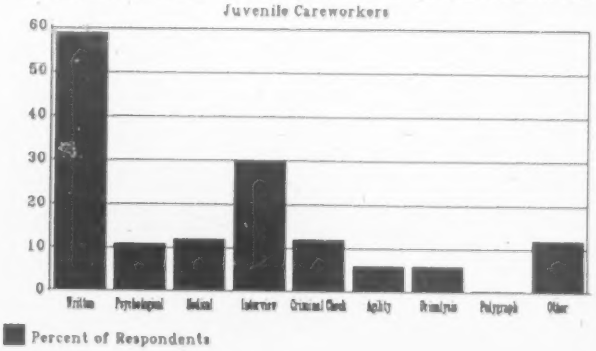
EXAMINATION PROCESS

Correctional Officers



EXAMINATION PROCESS

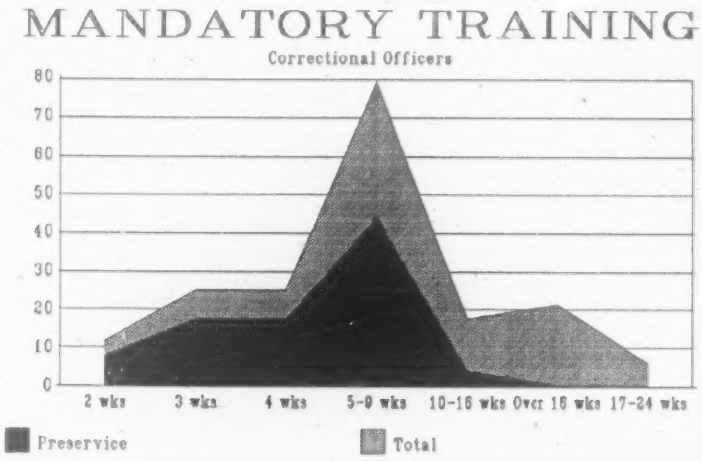
Juvenile Careworkers

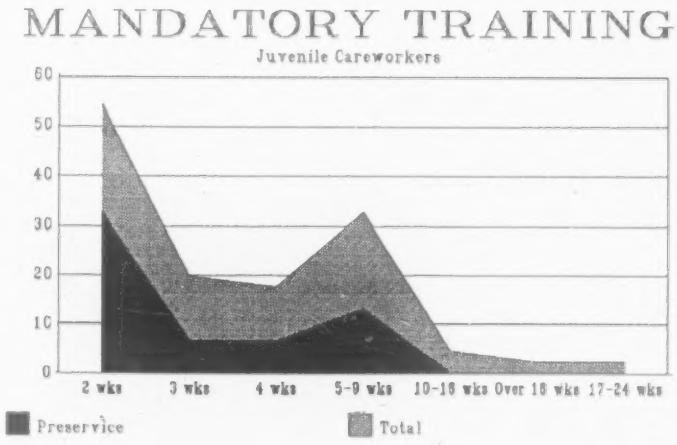


LENGTH OF TIME IN CLASS AND TRAINING
Adult Departments

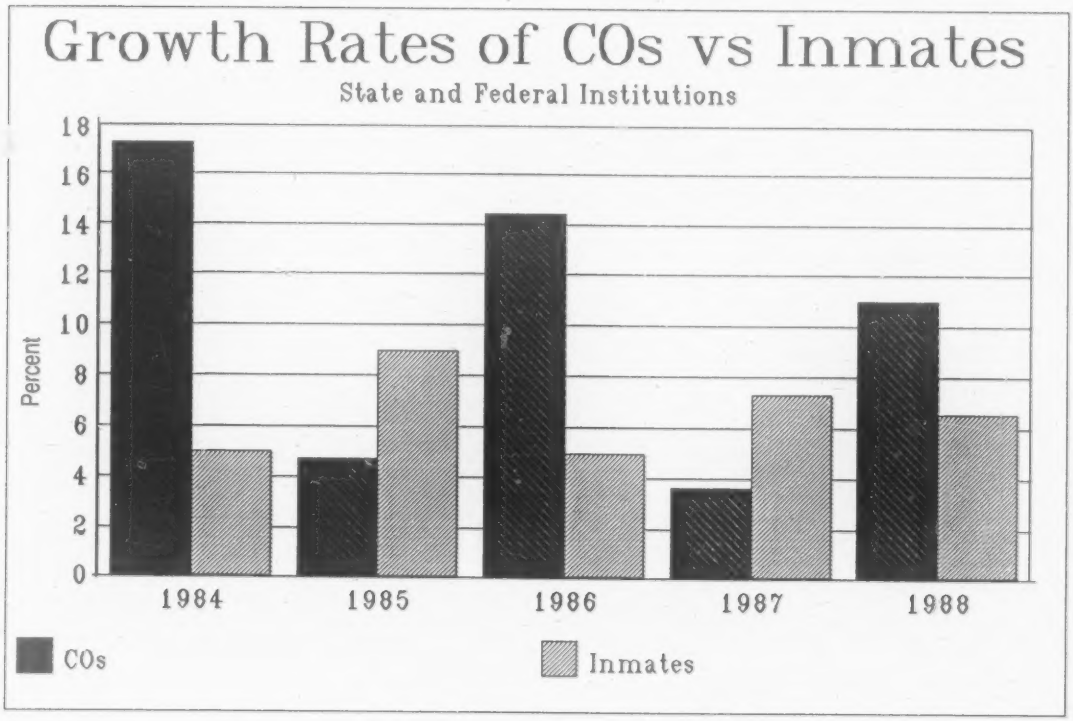
STATE	AMOUNT OF CLASS TIME IN WEEKS	LENGTH OF CLASS TIME IN WEEKS
ALABAMA	5-9	5-9
ALASKA	—	5-9
ARIZONA	5-9	5-9
ARKANSAS	5-9	5-9
CALIFORNIA	5-9	Over 24
COLORADO	3	5-9
CONNECTICUT	*5-9	*10-16
DELAWARE	5-9	5-9
FLORIDA	10-16	10-16
GEORGIA	4	17-24
HAWAII	5-9	Over 24
IDAHO	5-9	5-9
ILLINOIS	5-9	17-24
INDIANA	2	4
IOWA	4	17-24
KANSAS	5-9	2
KENTUCKY	3	3
LOUISIANA	*2	*2
MAINE	—	3
MARYLAND	*5-9*	5-9
MASSACHUSETTS	*4	*5-9
MICHIGAN	5-9	10-16
MINNESOTA	5-9	5-9
MISSISSIPPI	—	*4
MISSOURI	4	5-9
MONTANA	3	Over 24
NEBRASKA	4	4
NEVADA	3	Over 24
NEW HAMPSHIRE	5-9	10-16
NEW JERSEY	5-9	Over 24
NEW MEXICO	10-16	10-16
NEW YORK	5-9	10-16
NEW YORK CITY	5-9	10-16
NORTH CAROLINA	4	—
NORTH DAKOTA	1	Over 24
OHIO	*3	*4
OKLAHOMA	*5-9	*Over 24
OREGON	3	5-9
PENNSYLVANIA	4	Over 24
RHODE ISLAND	5-9	Over 24
SOUTH CAROLINA	4	Over 24
SOUTH DAKOTA	3	3
TENNESSEE	3	4
TEXAS	3	5-9
UTAH	*5-9	*5-9
VERMONT	10-16	10-16
VIRGINIA	4	5-9
WASHINGTON	4	5-9
WEST VIRGINIA	3	4
WISCONSIN	*5-9	*5-9
WYOMING	—	—
DIST/COLUMBIA	5-9	Over 24
BUR OF PRISONS	5-9	3

Notes: — no response
* Information from 1986





GROWTH RATES OF CORRECTIONAL OFFICERS vs INMATES

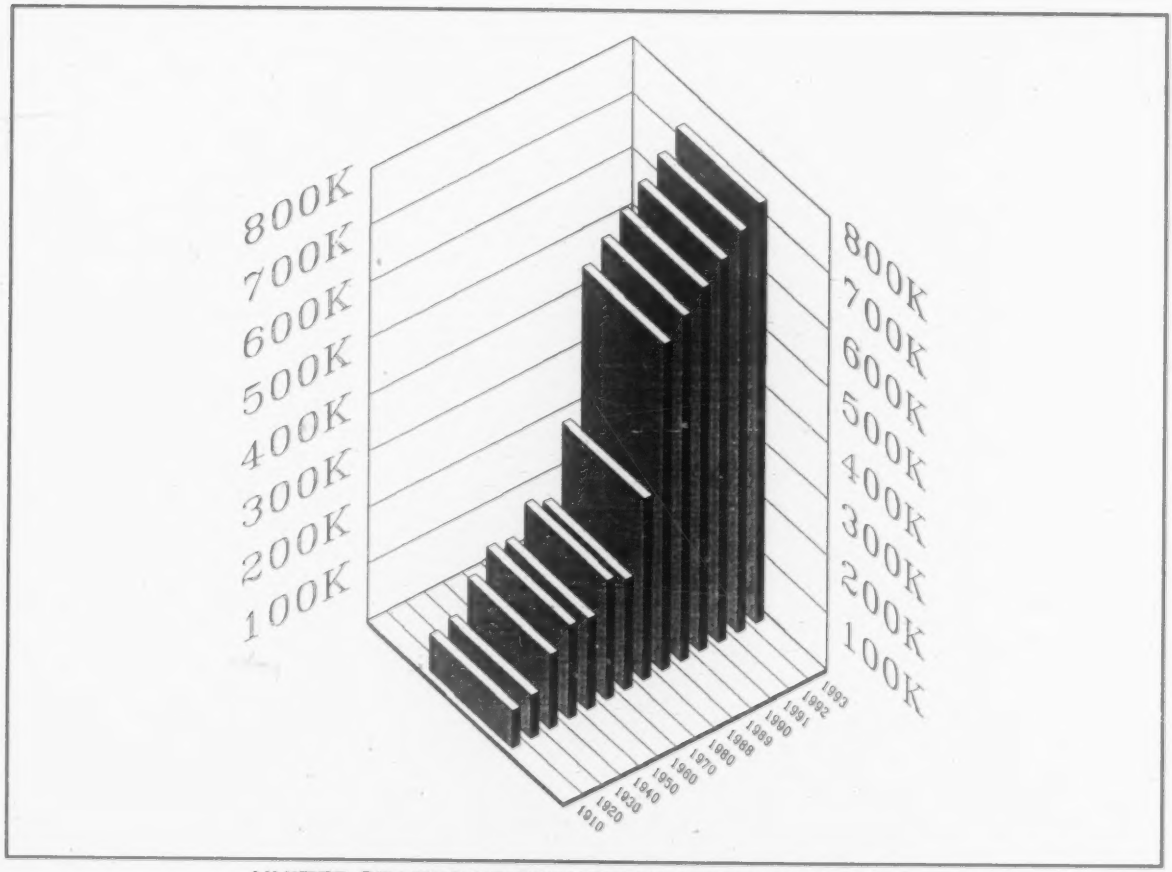


A comparison of annual rates of increase for the number of correctional officers and the inmate population

SECTION IV

STATISTICS

Populations, Court Interventions & the Death Penalty



UNITED STATES PRISON POPULATION, 1910 - 1988
Projected from 1989 - 1993

STATE AND FEDERAL PRISON POPULATION, 1910-1988
Projected from 1989-1993

A conservative estimate of the U.S. Prison population in 1993 is 771,388. The incarceration rate* is projected as 300.78.

YEAR	PRISON POPULATION	U.S. POPULATION	RATE OF INCARCERATION
1910	66,000	92,228,531	71.56
1920	76,000	106,021,568	71.68
1930	130,000	123,202,660	105.52
1940	166,000	132,165,129	125.60
1950	161,000	151,325,798	106.39
1960	210,000	179,323,175	117.10
1970	195,000	203,211,926	95.96
1980	320,613	226,504,825	141.54
1988	578,322	245,602,000	235.47
1989	611,012	248,251,000	246.13
1990	647,673	250,410,000	258.65
1991	686,533	252,502,000	271.89
1992	727,725	254,521,000	285.92
1993	771,388	256,466,000	300.78

- Between 1910 and 1930 the U.S. Prison population doubled. The incarceration rate jumped from 71.5 to 105.5.
- During the next 50 years the prison population tripled. The incarceration rate was 141.5
- Using the U.S. Bureau of Census population projections from July 1, 1989 through July 1, 1993, it was projected that the U.S. population will increase at the rate of 1.01% per year.
- A slightly higher rate of 1.06% was used to project the prison population, since in the past it has increased slightly faster than the general population.
- Therefore, in 1993, the U.S. Prison population is conservatively projected as being over 771,000 inmates; the anticipated incarceration rate will be 300.7 inmates per 100,000 U.S. population.

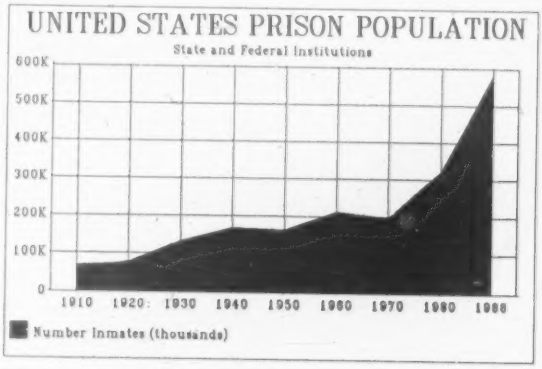
*Inmates per 100,000 U.S. population.

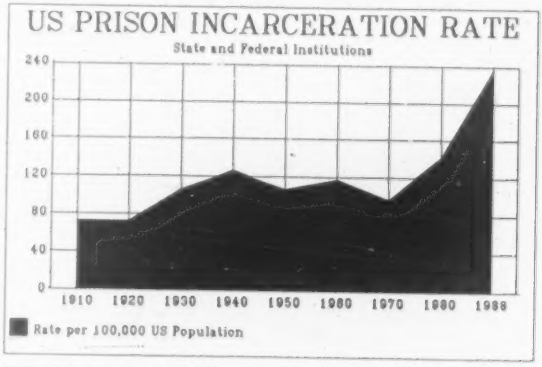
ADULT INMATE POPULATION
(as of June 30, 1988)

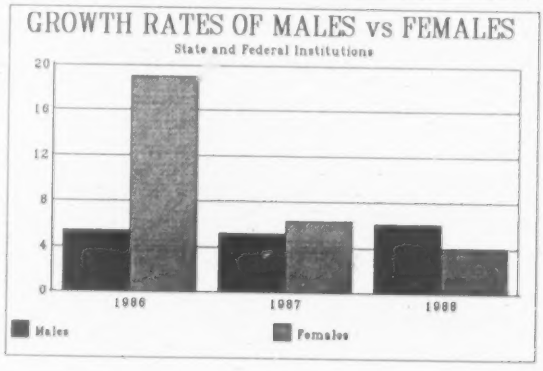
INSTITUTIONS

State	Total	White M	White F	Black M	Black F	Hispanic M	Hispanic F	All Others M	All Others F
AL	12,196	4,497	254	6,981	448			16	
AK	2,497	1,296	52	216	9	48	2	840	34
AZ	11,690	5,819	371	1,759	127	2,913	146	512	43
AR	5,361	2,499	177	2,553	123			9	
CA	72,121	21,272	1,675	24,506	1,316	19,090	1,124	2,782	356
CO	5,103	2,442	121	1,050	78	1,272	50	85	5
CT	7,376	2,102	169	3,138	224	1,635	95	10	3
DE	3,101	1,191	54	1,762	90			3	1
FL	33,801[1]	15,048	805	16,891	1,057				
GA	18,701	6,673	355	11,072	601				
HI	2,055	471	40	99	6	60	2	1,318	63
ID	1,475	1,186	78	27		165	6	12	1
IL	20,554	6,203	294	11,815	513	1,654	42	20	13
IN	11,187	7,245	288	3,296	226	120		12	
IA	3,157	2,300	96	605	34	50	1	68	3
KS	6,019	3,451	144	1,937	121	254	6	102	4
KY	5,781	3,770[1]	162[1]	1,760	88			1	
LA	15,673	4,565	199	10,557	341			11	
ME	1,259	1,230		18		2		9	
MD	13,881	3,681	158	9,674	337			28	3
MA	6,260	3,372	247	1,655	83	798	79	31	
MI[2]	22,143	8,896	329	12,021	436	265	11	180	5
MN	2,822	1,648	69	646	43	193	2	211	10
MS	6,047	1,657	91	4,052	195	10	1	36	5
MO	12,038[3]	6,096	348	5,307	263			23	1
MT	1,210	882	40	18		39	3	218	10
NE	2,096[4]	1,246	70	574	51	61		83	9
NV	4,547	2,591	177	1,232	99	255	15	169	9
NH	954	892	2	28	1	31			
NJ	14,413	3,469	142	8,337	314	2,087	44	19	1
NM	2,767	833	55	263	15	1,438	76	77	10
NY	42,251	7,679	286	20,352	724	12,532	485	182	11
NC	17,487	6,833	352	9,303	439			539	21
ND	508	381	18	2	1	6	4	88	8
OH	24,750	12,076	545	11,294	835				
OK	9,401	4,950	344	2,397	171	1,231	92	195	21
OR	4,629	3,504	141	577	39	222	4	133	9
PA	17,268	7,103	304	9,403	427			26	5
RI	1,684	979	58	426	52	148	14	7	
SC	11,860	4,255	274	6,898	387	28	2	12	4
SD	967	673	30	17	1			246*	
TN	7,381	3,875	235	2,851	154			249	17
TX	39,652	13,882		17,031		8,654		85	
UT	2,010	1,363	56	176	7	299	13	89	7
VT	770	745	25						
VA	11,953	4,667	170	6,876	240				
WA	6,113	3,824	150	1,235	48	471	14	353	18
WV	1,138	974	40	109	13	2			
WI	6,004	3,168	132	2,092	122	315	7	153	15
WY[2]	893	716	34	32	4	64	2	41	
Total	535,009	210,170	10,256	234,920	10,903	56,412	2,342	9,283	725
FBP	43,313[3]	27,537	1,682	11,956	1,050			1,038	50
DC	8,748	126	36	8,113	420			48	5

NOTES:
* May include some females
1. Includes Hispanics
2. Data as of 12/30/87
3. Includes 74 male and 5 female Hispanics
4. Race is missing for 2 males







ADULT INMATE POPULATION BY SECURITY AND AGE

(as of June 30, 1988)

State	Maximum		Close		Medium		Minimum		Trusty		Other		Under Age 16	From Ages 16-18		From Ages 55-75		Over Age 75
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	M / F	Male	Female	Male	Female	M / F
AL	152		176*		5,618*		3,384*		129*		2,738*		—	—	—	—	—	—
AK	288	12	600	24	744	30	504	20			264	11		68	1			
AZ	2,104				5,747	327	3,159	357						55	3	341	11	7
AR	1,036	26	1,551	225	1,485		164	13	834	27				115	4	122	11	9*
CA	10,334				42,317	3,942	13,202	300			1,797	229		121	4	1,323	59	26/1
CO	233	4	442	42	2,903	116	899	59			365	40		4		114	5	
CT	1,412	49			4,088	281	1,385	161						447	14	108	5	1
DE	1,414				1,091	145	123		324					27		65		1
FL			10,726	398	8,037	390	11,077	854			1,989	218	22	1,051	37	796	37	16
GA	807	5	5,812	229	6,007	215	3,015	359	406	27	1,638	121		169	2	515	30	13/1
HI	97				1,284	111	434				129					76		4*
ID			270	34	690	24	361	13			73	10		2		61	3	2
IL	3,897	111			7,355	271	8,242	452			198	28		433	6	374	16	9
IN	3,588	337			6,348	116	737	61					10	652		242		
IA	367	5			1,690	52	966	77						8		29	5	1
KS	1,071	24			1,319	33	2,372	166			982	52		78	1	141	5	2
KY	332	4	792	15	2,409	89	2,005	136						3	1	182	4	7
LA	4,763				4,965		1,526	395	340	3	3,597*			147*				
ME			211		353		474	21	81		112	7						
MD	2,642				8,724	435	1,049	36			968	27	1	209	2	242	5	5
MA[1]	685	1			3,573	305	1,598[2]	103[2]						42	4	167	7	
MI[3]	1,109		3,279	147	8,589	647	5,133	105						1,132	32	365	9	8
MN	173	1	1,316	38	544	39	544	44			121	2	4	99	2	46	2	
MS	425	22			3,099	106	2,232	163					1	83	2	133	6	5
MO	1,594	82	2,574	37	1,940	125	3,224	214	1,220	104	876	50	1	351	14	217	13	2
MT	64		258	1	313	27	320	15	202	10				3		55	6	4
NE	835	38			397	23	416	30	318[4]	39[4]				24		64	3	2
NV	839	25			2,483	155	925	120					1	13	1	128	3	8
NH	165		99		546		87				54	3				31		
NJ	10,922[5]						3,004	487						47	1	—	—	—
NM	344	21	116	3	1,594	91	567	41						5		68	2	1
NY	18,974	748			18,314	700	3,457	58						636	14	677	31	7
NC	183	3	1,934	29	6,337	175	8,071	587			150	18	7	595	19	447	19	9
ND	8		91	3	121	13	258	14						12		12		
OH	2,079	51	5,694	298	9,650	429	5,947	602					—	—	—	—	—	—
OK	1,188	86			3,518	176	2,342	292	326		771	74		61	4	257	17	3
OR	1,839				1,795	140	802	53						11		116	2	2
PA	6,299		6,405		1,999	519	1,431	171			398	46		66	2	459	18	11
RI	558				258	40	201	18			543	66		18	2	32	1	
SC	757	156	833	21	3,888	216			5,301	273	414	1		297	7	278	13	9/1
SD	435		10		219	51	193				56							
TN	166	2	541	21	2,565	145	2,846	175	721	41	157	1	1/2	77	5	180	2	9
TX	2,853		4,333*		1,129*		28,053*				3,282*			339*		894*		14*
UT	210				1,437	73	37				243	10				45	2	2
VT			49		128	1	153	8			415	16		32	1	16	1	
VA	4,105	79			4,967	256	2,155	56			316	19		78	1	291	8	2
WA	4,797[6]	193[6]					1,040	37			46			12	—	—	—	—
WV	127		101		541		254	53	62					85		73	2	1
WI	2,094	88			2,060	88	1,373	87			214			78	3	—	—	
WY	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	98,364	2,173	48,213	1,565	195,178	11,117	131,741	7,013	10,263	524	22,906	1,049	48/2	7,785	189	9,782	363	202/3
	100,537*		49,778*		206,295*		138,754*		10,787*		23,955*		50*	7,974*		10,145*		205*
FBP	600	10	9,712	233	11,012	698	14,213	1,613			4,994	228		44	2	2,381	98	49
DC	429		2,097	133	2,538	179	674				2,554	149		40		120		5

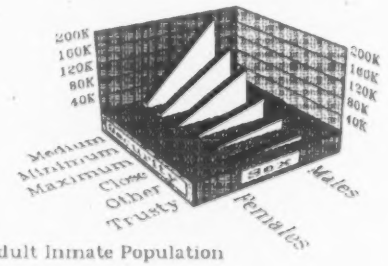
Notes:

* Combined male / female totals

— Information not available at time of publication

1. Data as of 1/1/88
2. Includes contract pre-release
3. Data as of 6/30/87
4. Community
5. Combined maximum and medium securities
6. Includes close and medium securities

Other: AK, CA, ID, OK, PA, community; GA, diagnostic; IL, pending; KS, special management; LA, local parish jails; MD, pre-release; MN, protective custody; NH, work release; NC, court order safekeeping or diagnostic; RI, work release, pretrial; SC, protective semi-trusty, restricted; TN, death row plus 90 unclassified; TX, mental health, intellectually impaired, medical, new arrivals, unclassified; UT, halfway house, county jails, state hospital, escapees; VT, community (431), unclassified (188); WA, county jail; WI, temporary absence; DC, community, protective custody, administrative segregation



Adult Inmate Population

MOVEMENT OF PRISONERS IN ADULT SYSTEMS

(as of June 30, 1988)

	ADMISSIONS			RELEASES			
State	Court Cmtd	Parole Violators	Others	Cond	Uncond	Other	Escape / At Large
AL	4,977		1,131[1]	2,545	1,636	890	70/
AK	873	79	9	672	215	14	2/1
AZ	4,610	773		3,854	1,163		30/
AR	2,404		759	1,805	400	441	16/2
CA	38,971	31,644	11,268	59,212	3,984	14,619	864/
CO	2,504	625	6	1,773	278	8	250/136
CT	8,924	120	30,605	7,838	5,636	25,746	306/403
DE	3,043	27	7	260	2,614	15	130/98
FL	29,760	456	428	548	20,783	8,244	1,640/
GA	9,051	2,602	3,304	7,430	2,555	4,739	121/20
HI[2]	377	33		358	27	19	26/11
ID	681	246	41	711	152	56	5/
IL	9,859	1,005		9,062	990	67	90/77
IN	5,174	—	181	1,996	16	1,503	112/34
IA	1,567	588	497	2,097	184	269	188/50
KS	2,383	564	53	1,807	50	807	48/25
KY	2,865	726	124	1,472	702	577	71/77
LA	3,320	357	242	4,110	949	58	—
ME	705		103	9	318	415	11/8
MD	5,881	488	103	5,118	105	674	100/22
MA	2,848	1,001	1,183	1,729	1,384	1,053	241/87
MI	13,970[3]						
MN	1,649	293		1,392	174		37/1
MS	2,228	146	867	1,694	722	328	72/18
MO	9,008	2,218	1,739	4,635	516	371	329/112
MT	339	73	129	388	72		33/
NE	994	178	123	648	344	98	38/5
NV	1,748	403	169	1,251	903	199	43/23
NH	384	106		221	78	61	8/
NJ	5,736	1,845		9,083	866	400	118/14
NM	1,598	164	2,030	1,284	599	287	33/3
NY	16,700	3,888	1,428	17,073	636	1,847	12/
NC	15,434	723	2,281	12,765	2,754	2,571	507/54
ND	423	7		294	121		
OH	11,492	887	393	5,535	5,076	75	20/1
OK	5,889			475	3,615	962	335/179
OR	2,546	1,061	410	3,240	32		1,244/574
PA	3,955	1,167	1,274	4,292	543	203	63/14
RI	921	151	6,971	399	587	7,255	56/17
SC	7,025	1,192	285	3,718	2,436	1,525	145/18
SD	578	70	10	503	264		10/1
TN	1,694	771	286	2,131	223	22	191/
TX	21,637	12,535		32,342	159		43/15
UT	670	348	17	768	102	6	40/44
VT	385	26	33	70	95		30/2
VA	5,868	949		6,175	428	31	36/1
WA	2,458	155	818	1,950	1,345	60	310/
WV	453	—	—		100		66/1
WI	2,313	450	125	2,456	159	123	68/80
WY[4]	852	17		151	277	67	7/
Total	279,724	71,157	69,432	229,339	67,367	76,705	8,226/2,217
FBP	25,796	2,681		6,341	5,832		178/

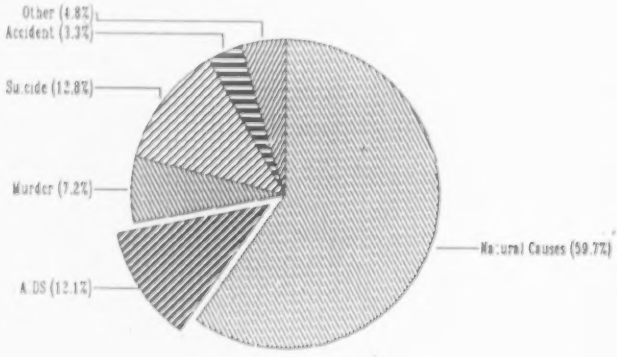
NOTES:

— Information not available at time of publication

1. Includes technical parole violators
2. Data as of 12/31/86
3. Data as of 12/31/87
4. Data as of 1/1/88

During the period July 1, 1987, to June 30, 1988, there were 866 inmate deaths in state and federal institutions.

AIDS accounted for 105 (12.1 %) of those deaths.



CORRECTIONS DEPARTMENTS/INSTITUTIONS UNDER COURT ORDER

(as of June 30, 1988)

	ADULT					JUVENILE				
STATE	Entire Dept. Under Order	Master or Monitor Assigned	One or More Inst. Under Order	Master or Monitor Assigned	Number of Institutions	Entire Dept. Under Order	Master or Monitor Assigned	One or More Inst. Under Order	Master or Monitor Assigned	Number of Institutions
AL	Yes[1]	Yes	No			Yes[2]	Yes	No		
AK	Yes	Yes	Yes	Yes	14	No		No		
AZ	No		Yes		1	No		No		
CA	No		Yes	Yes	5	No		No		
CO	No		Yes	No	3	No		No		
CT	No		Yes	No	5	No		No		
DE	No		Yes	Yes	4	No		No		
FL	Yes[3]	Yes	Yes	Yes	1	No		Yes	Yes	2
GA	No		Yes	No	3	No		No		
HI	No		Yes	No	2	†				
ID	No		Yes	Yes	2	No		No		
IL	No		Yes	No	2	†				
IN	No		Yes	No	4	†				
IA	No		Yes	No	1	No		No		
KS	No		Yes	No	1	No		No		
KY	No		Yes	No	3	No		No		
LA	Yes[4]	No	No			†				
MD	No		Yes	No	4	No		No		
MA	No		Yes	—	—	No		No		
MI	No		Yes	Yes	4	No		No		
MS	Yes	No	Yes	No	1	No		Yes	No	1
MO	No		Yes	No	4	No		No		
NV	Yes[5]	Yes	Yes	Yes	2	No				
NH	No		Yes	No	1	No				
NM	No		Yes	Yes	4	†				
NY	No		Yes	Yes	1	No		No		
NC	No		Yes	No	6	No		No		
OH	No		Yes	No	1	No		No		
OK	Yes		No			Yes[6]		No		
PA	No		Yes	No	6	No		No		
RI	Yes[7]	Yes	Yes	Yes	8	Yes[8]	Yes	No		
SC	Yes[7]	No	Yes	No	28	No		No		
SD	No		Yes	No	1	†				
TN	No		Yes	Yes	11	†				
TX	Yes[9]	Yes	Yes	Yes	29	Yes[9]	Yes	Yes		6
VA	No		Yes			No		No		
WA	No		Yes	No	2	No		No		
WV	No		Yes	Yes	2	†				
WI	No		Yes	No	1	†				
WY	No		Yes		1	†				
DC	No		Yes	Yes	4	Yes	Yes	Yes	Yes	6
NYC	No		Yes	Yes	12	No	No			
PHL[1]	Yes	Yes	Yes	Yes	5	†				

NOTES:

† Combined adult and juvenile departments

— Information not available at time of publication

1. AL(A), PHL—Overcrowding
2. AL(J)—Admission waiting list
3. FL(A)—Overcrowding and provision of health services
4. LA—To maintain proper levels of staffing and population
5. NV(A)—Mental health services
6. OK(J)—Class action lawsuit
7. RI(A), SC(A)—Impact of overcrowding on conditions of confinement
8. RI(J), TX(J)—To improve conditions
9. TX(A)—Totality of conditions

As of June 30, 1988, the following states had no correctional departments or institutions under court order: AR, ME, MN, MT, NE, NJ, ND, OR, UT, VT, and FBP

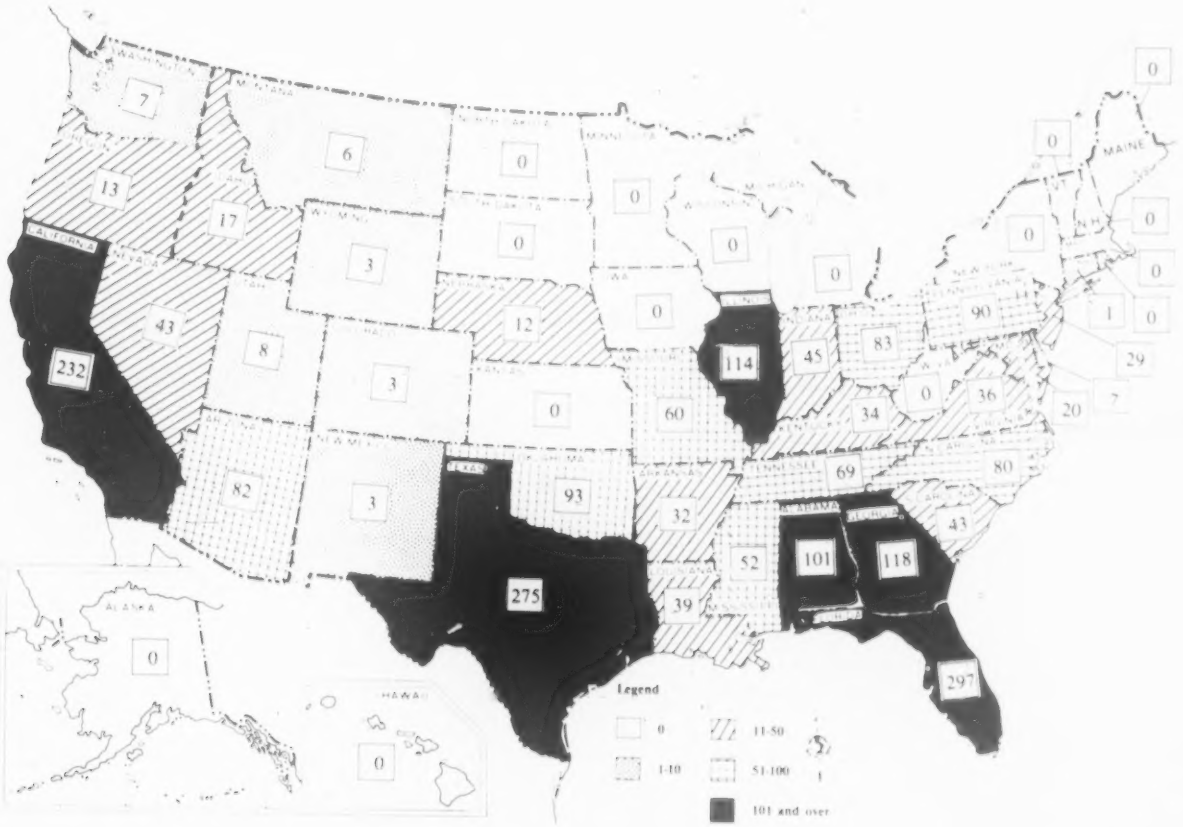
DEATH SENTENCE SURVEY

(as of June 30, 1988)

	DEATH SENTENCE		DEATH ROW MAINTAINED		NUMBER OF PRISONERS SENTENCED TO DEATH														METHOD OF EXECUTION				
						White		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaskan Native		Other			Lethal Injection	Hanging	Electrocution	Firing Squad	Gas Chamber
STATE	YES	NO	YES	NO	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F						
AL	X		X		101	41	1	57	1							1					X		
AK		X			0																		
AZ	X		X		82	56		10		15				1									X
AR	X		X		32	21		10		1									X[1]		X		
CA	X		X		232	110		84		29						9							X
CO	X		X		3	2				1									X				
CT	X		X		1	1															X		
DE	X			X	7	2		5											X[2]	X			
FL	X		X		297	179	4	106	1							7					X		
GA	X		X		118	63	1	54													X		
HI		X			0																		
ID	X		X		17	15				2									X				
IL	X		X		114	37		68		9									X				
IN	X		X		45	23		20		2											X		
IA		X			0																		
KS		X			0																		
KY	X		X		34	26	1	7													X		
LA	X		X		39	18		21													X		
ME		X			0																		
MD	X			X	20	3		17															X
MA		X			0																		
MI		X			0																		
MN		X			0																		
MS	X		X		52	20	1	31											X				X
MO	X		X		60	35		25															X[3]
MT	X		X		6	4		1						1					X[4]	X			
NE	X		X		12	9		2						1							X		
NV	X		X		43	28		9	1	4						1			X				
NH	X		X		0														X[4]	X			
NJ	X		X		29	13	1	14		1									X				
NM	X		X		3	2								1					X				
NY		X			0																		
NC	X		X		80	32	1	41				1		5					X				X
ND		X			0																		
OH	X		X		84	37		42	1	4									X		X		
OK	X		X		93	66	1	15		2				5		4			X				
OR	X		X		13	11		1						1					X				
PA	X			X[5]	90	37		53													X[6]		
RI		X			0																		
SC	X		X		43	24		19													X		
SD	X			X	0														X				
TN	X		X		69	47	1	21													X		
TX	X		X		275	134	3	103		33		1				1			X				
UT	X		X		8	5		3											X			X	
VT		X			0																		
VA	X		X		36	16		20													X		
WA	X		X		7	5		1				1							X				
WV		X			0																		
WI		X			0																		
WY	X		X		3	2		1											X				
1988	36	14	32	4	2147	1114	15	856	4	103	0	3	0	15	0	23	0		20	3	14	1	6
1987	37	13	28	10	1952	1006	17	791	6	93	0	4	0	17	0	7	0		18	3	15	1	7
1986	37	13	31	7	1772	834	17	656	5	64	0	2	0	6	0	4	0		18	3	15	1	7
1985	38	12	29	9	1597	821	15	641	5	92	0	2	0	7	0	14	0		16	4	16	2	6
1984	38	12	30	20	1388	719	13	577	5	63	0	6	0	8	0				14	4	18	2	7
1983	38	12	31	19	1173	598	11	499	3	52	0	4	0	6	0				11	4	17	2	8
1981	38	12			821	445	8	333	1	30	0	2	0	2	0				4	4	18	1	10
FBP[7]	X				0																		

PRISONERS UNDER THE DEATH SENTENCE
By jurisdiction

As of June 30, 1988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JUVENILES UNDER SUPERVISION IN STATE SYSTEMS

(as of June 30, 1988)

		SECURE										NONSECURE									
		Institutions Training Schools			Detention		Diagnostic		Other			Day Care Foster Care		Residential Halfway House Community		Wilder-ness		Group Homes		Other	
State	Total	Total	M	F	M	F	M	F	M	F		M	F	M	F	M / F		M	F	M	F
AL	576	405	345	60			75	15	20							15 /		36	10		
AK	1,302	99	80	19	59	15						69	56					75	16		
AZ	963	737	652	85								40	7	10				142	27		
AR	250	227	204	23			21	2													
CA	9,524[2]	8,939	8,589[3]	350[3]	120*	—	93[3]	4[3]	231*					24*						113*	
CO	656	341	328	13	157	29	26	5	1	1				91	4						
CT	711	191	155	36										177	23			14	11	249	46
DE	2,827	249	212	37	702	185						9	7							1,416[4]	259[4]
FL	3,343[5]	333			1,563*	—	—	—				594*		710*		103		40*			
GA	10,228	731	664	67	422	89						391	92	92	17	10		188	91	8,105*	
HI	89	89	76	13																	
ID	88	88	82	6																	
IL	2,344	1,220	1,140	80								13	4	799	63			17	4	203	21
IN	741	681	554	127										60							
IA[6]	246	246	209	37																	
KS	1,440	491	420	71	57*		29*					91*		41*				167*		564*	
KY	859	372	331	41	—	—	—	—	28	13		199	133	17	7	—		60	30		
LA	2,793	1,329	1,270	59			793[1]					97	44	39				407	72	6	6
ME	321	184	163	21	22	3	8	2						74	5					21	2
MD	1,325	219	206	13	222	23						95	41	176	39	257 /		142	35	40	36
MA	908	171	149	22	120	26			29	1		46	15	288	43					157	12
MI	3,654	644	615	29	108	25			167					63	20			337		2,290*	
MN	170	170	152	18																	
MS	6,200	320																			
MO	863	188	180	8								386*	55	21		54 / 46		73	13	22	5
MT	242	175	131	44	1		1	1	2	2		8	6	99	46	2 /		8	4	9	2
NE	462	189	155	34			28	12				58	13	5						138	19
NV	258	258	196	62																	
NH	323	107	89	18	12	4	8	6	15	6				16	13	45 /				91*	
NJ	1,412	710	697	13								293	22	341	46						
NM	472	303	267	36			86	22						65							
NY	3,655	1,409	1,250	159	9							57	31	732	165			189	85	830	148
NC	1,028	710	605	105	47*							16*		15		210 / 30					
ND	105	73	57	16			9	5										1	1	12	4
OH	1,783	1,783	1,642	141																	
OK	1,280	153	147	6			20					110		305				231		432*	
OR	1,301	477	433	44			10	?					15	70	21						
PA	609	272	249	23												12 /				309	16
RI	1,068	82			12*		16*													958*	
SC	3,549[4]	429	373	56			120	32				40	23	16		92 / 11		57	43	9	13
SD	179	179	145	34																	
TN	802	559	520	39			46	3				103				1 /		33	57		
TX	2,583	1,166	1,085	81	140	10	72	8	76	19		36	20	450	121	9 / 1		211	49	169	26
UT	489	65	64	1	125[7]		29											143	8	113	6
VT	397	10	10		9	3						20	3			12 / 3		22	3	262	50
VA	1,618	640	543	97	351	74	72	12	34	3				37	4			297	62	20	12
WA	1,111	545	511	34										99	3			88			
WV	104	94	90	4			10														
WI	613	532	491	41								3		49	3			23	3		
WY	206[10]	206	102	104																	
Total	78,070	29,790	26,628	2,427	4,258	486	1,572	131	603	45		2,774	587	4,981	643	922 / 91		3,001	624	16,538	683
					4,744*		1,703*		648*			3,361*		5,624*		913*		3,625*		17,221*	
DC	1,440	363	363		138	9							3	80	8	180 / 10		53	4	67	7

Notes:

* Combined male / female
— Data unavailable at time of publication
1. Includes diagnostic
2. Excludes parolees
3. Estimated
4. Includes probation/aftercare
5. Does not include youth on community control and furlough
6. Data as of 6/30/87
7. Inpatient psychiatric care
8. Runaway shelters
9. Marine Institutes
10. Data as of 1/1/88

Secure "Other": KY, psychiatric hospital; MA, adult; NH, special education for emotionally disturbed
Nonsecure "Other": IL, jail and runaways; LA, homebound; ME, AWOLS; MA, shelter care; NE, natural home parolees; NY, aftercare; OK, own home, relatives; TX, vocational, substance abuse, non-residential, psyciatric hospital

Average length of stay:
Secure—8.15 months
Nonsecure—7.71 months

Age Breakdown: Under 18—10,928
18 to 18—25,036
Over 18—6,711

Average Age Entering Offender: 15.97

CHARACTERISTICS OF YOUTH IN LONG-TERM JUVENILE INSTITUTIONS
State operated, Yearend 1987

Characteristics	% Total	% 11-14 years old	% 15-17 years old	% 18 years and older
SEX				
Male	93.1	92.4	93.2	93.3
Female	6.9	7.6	6.8	6.7
RACE				
White	53.1	46.4	53.8	54.6
Black	41.7	46.7	40.3	40.5
*Other	5.7	6.9	5.9	4.8
ETHNICITY				
Hispanic	18.9	10.1	15.5	30.7
Non-Hispanic	81.1	89.9	84.5	69.3
EDUCATION				
6th grade or less	12.7	46.0	9.5	4.5
7th or 8th grade	41.0	51.5	48.8	18.2
Some high school	43.4	2.5	41.1	67.7
High school graduate	2..9	. 0	.6	9.6
Median education	8 Years	7 Years	8 Years	10 Years
NUMBER OF YOUTH	25,024	3,096	15,130	6,798

*Includes American Indians, Alaskan natives, Asians, and Pacific Islanders.

Source: BJS Survey of Youth in Custody, 1987

SECTION V

EMPLOYEE ORGANIZATIONS

Unions & Employee Groups

Cadet graduation class, Correctional Officers Training Academy (COTA), Tucson, Arizona

EMPLOYEE ORGANIZATIONS

» 85% of responding agencies reported that employees have the right to organize

» 53% have a collective bargaining contract

» Less than 10% have the right to strike

» 63% are represented by an association or union

EMPLOYEE RIGHTS	Right to Organize		Right to Collective Bargaining		Right to Strike		Represented by Association / Union
	Percent of Respondents						
	Yes	No	Yes	No	Yes	No	Average percent
Corrections Depts / Adult	74.19	25.81	58.06	41.94	6.90	93.10	65.39
Corrections Depts / Juv	86.21	13.79	51.72	48.28	11.54	88.46	62.14
Corrections Depts / Ad, Juv	85.71	14.29	57.14	42.86	14.29	85.71	52.63
Corrections Division	100.00		50.00	50.00		100.00	75.00
Pardons / Parole Bds	84.62	15.38	50.00	50.00		100.00	57.40
Probation / Parole / Aftercare Depts, Ad / Juv	100.00	57.14	42.86	57.14	14.29	85.71	68.75

EMPLOYEE SEARCH AND DRUG USE TESTING		Percent	
		Yes	No
Going on Duty	Pat Search	17.53	82.47
	Weapons Search	19.59	80.41
	Metal Detector	28.57	71.43
Going off Duty	Pat Search	12.50	87.50
	Weapons Search	11.58	88.42
	Metal Detector	16.67	83.33
Drug Use Test	Before Duty	9.18	90.82
	On Regular Basis	2.06	97.94
	For Probable Cause	35.64	64.36
	Randomly	5.15	94.85

Random Drug Use Testing

» The Georgia Department of Corrections draws 25 names once a week for testing.

» The Bureau of Prisons randomly tests level GS 13 and above, once a year.

» New Jersey Department of Corrections only tests recruits in the training academy.

Employee Searches

» Many states reported searches done upon reasonable suspicion based upon visible indicators during job performance.

UNIONS / EMPLOYEE GROUPS

STATE/CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
AK/1	98	General Government Unit	AK Public Employees Assn
		Supervisory Unit	AK Public Employees Assn
		Confidential Personnel	Confidential Employees Assn
		Labor, Trades, Craft	Public Employees Local 71 (AFL-CIO)
AK/2	100	General Government Employees	AK Public Employees Assn
		Supervisory Unit	AK Public Employees Assn
		Maintenance/Food Workers	Public Employees Local 71 (AFL-CIO)
AL/1	30	General Government Employees	AL State Employees Assn
		Maintenance	AL Highway Maint Local 1370
AL/2	42	State Merit System	AL State Correctional Assoc
		Youth Svcs School District (Teachers)	AL State Empl Assoc
AL/5	—	All State Employees	AL Education Assoc
			AL State Employees Association
AR/1	—	State Employees	AR State Employees Assn
AR/2	—	State Employees	Federal & State Employees Union Local 100A
AZ/3	—	Staff (Do not have right to organize a union, but may join empl assn)	AFSCME
BP/1	78.3		AFL-CIO/AFGE
CA/1	94	Prof Admin/Financial/Staff Svcs	CA State Employee's Assn (CSEA)
CA/2	61	Education/Library/Office/Allied	CSEA
		Engineering/Scientific/Tech	CSEA
		Printing Trades/Allied Svcs	CSEA
		Medical/Reg Nurse/Soc Svcs Support	CSEA
		Attorney/Hearing Ofcr	Assn of CA State Attnys and Admin Law Judges
		Corrections	Peace Ofcrs Assn
		Protective Svcs/Public Safety	CA Union of Safety Employees
		Professional Engineers	Professional Engineers in CA Govt
		Professional Scientific	CA Assn of Professional Scientists
		Craft & Maintenance	Alliance of Trades and Maintenance
		Stationary Engineer	Intl Union of Operating Engineers
		Physician/Dentist/Podiatrist	Union of American Physicians and Dentists
		Health & Soc Svcs/Professional	AFSCME
CA/5	77	Administrative/Fiscal/Staff Svcs	CSEA
		Attorneys/Hearing Ofcrs	Assn of CA State Attnys and Admin Law Judges
CO/1	40		CO Assoc of Public Employees/AFSCME
CO/2	40		CO Assoc of Public Employees/AFSCME
CO/5	—		CO Assoc of Public Employees
CT/4	90	Administrative/Clerical	AFSCME/AFL-CIO
		Educ/Engineering, Scient/Tech	CSEA
		Para Prof/Health Prof	New England Health Care 1199
		Maintenance/Svc/Admin	CT Union Independent/AFL-CIO
CT/2	95	Youth Supv/Clerical/Rehab	AFSCME
		Ofcrs/Maint/Telephone Oper	CT Employees Union Independent (CEUI)
		Prof/Para Prof/Hlth/Clergy/Rec	New England Hlth Care Employees Union, Dist 1199
		Agency Police	Intl Union of Police Assn (IUPA)/Protective Svc Employees Coalition
		Teachers	CT State Employees Assn (CSEA)
CT/6	90	Professional	AFT
		Non Professional	AFSCME
DC/1	72		Teamsters Local 1714

UNIONS / EMPLOYEE GROUPS continued...

STATE/CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
DE/1	80	Non Supervisors in Institutions	AFSCME Local 1726
		Supv thru Captain	AFSCME Local 247
		Non Supv Probation/Parole Ofcrs	FOP Lodge 10
FL/1	—	Correctional & Prob Ofcrs	Police Benevolent Assn(PBA)
		Health Care Prof	FL Nurses Assn (FNA)
		Security Personnel	Police Benevolent Assn (PBA)
		Physicians	FL Fed of The Union of Amer Phys, Dent(FFAUPD)
		Human Svcs/Admin/Cler/Op Svcs/Other	AFSCME
FL/2	82	Health Care Prof	FL Nurses Assn (FNA)
		Security Personnel	Police Benevolent Assn (PBA)
		Physicians	FL Fed of The Union of Amer Phys, Dent(FFAUPD)
		Human Svcs/Admin/Cler/Op Svcs/Other	AFSCME
FI/5			AFSCME
GA/1&2	0		
GA/5	—		Police Benev Assn/State Empl Assn
HI/3	90	Non Supervis ;/Non Prof/Hosp/Inst/CO	United Public Workers
		Supervisory/ ol/Scient/Engin/Nurse	HI Government Employees Assn
IA/1	84	Cler/Comm Corr/Prof/Security/Tech	AFSCME
		Professional Social Svcs Unit	IA United Professionals
IA/5			AFSCME
ID/1	22	All employees	ID Public Employees Assn or Union
ID/2	10 est.		ID Public Employees Assn/Svc Empl Intl Union
IL/3	88	Corr Security/Cler/Para & Para Prof	AFSCME
		Nurses	IL Nurses Assn
		Security Ofcrs	IL State Employees Assn
		Truck Drivers	Teamsters
IN/3	—	State Employees	IN State Employees Assn/AFSCME
KS/1	17	Corr Ofcrs I-IV	AFSCME
KS/2	1	Youth Svc Specialists	Natl Assoc of Government Emp
KY/1 & 2	0		
LA/3	6.9		AFSCME
LA/5	0		
MA/1	90	Security	AFSCME Council 93
		Class/Treat	SEIU Local 509
		Clerical/Para Prof	NAGE
		Health Care	MA Nurses Assn
MA/2	84	Professional	Natl Assn of Government Empl
		Direct Care	ASFCME
		Clerical	NAGE
		Medical/Clinical	MA Nurses Assn
		Technical	MA Org of Scientists & Engineers
MA/5	—	Parole Ofcrs	Coalition of Public Safety Empl
MD/2	51		MD Classified Empl Assn (MCEA)/AFL-CIO/Teamsters
MD/4	—	All groups	MCEA/AFSCME/Teamsters
MD/5	—		
ME/3	—	Admin/Prof/Tech	ME State Employees Assn
		Supv/Law Enforcement	ME State Employees Assn
		Oper/Maint/Support	ME State Employees Assn
		Institutional Svcs	AFSCME/AFL-CIO

UNIONS / EMPLOYEE GROUPS

STATE/CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
MI/1	65+	Security Unit	MI Corrections Organization
		Admin/Supv and Human Svcs Units	UAW
		Labor/Trades/Safety & Regul Units	MI State Employees Assn
		Institutional Units	AFSCME/AFL-CIO
		Tech Unit/Human Svcs Support Unit	United Technical Employees Assn
MI/2	90	Line Staff (Child Care)	AFSCME/AFL-CIO
		Teachers	UAW
		Labor & Trades	MI State Employees Assn
		Health Care	United Technology
MN/3	90	Correctional Ofcrs (Cannot strike)	AFSCME
		Parole Agents/Caseworkers/Prof	MN Assn of Prof Employees
		Nurses	MN Nurses Assn
		Teachers	MN Teachers Assn
		Supervisory	Middle Mgmt Assn
MO/1	16	Corr Ofcrs/Prob Ofcrs/Cooks/Med/Teach	AFL-CIO/AFSCME & SEIU
MO/2	8	Dept of Social Svcs	Communication Wkrs of America (CWA)
MO/6	83	Probation/Parole Ofcrs I & II	Service Employees Intl
		Clerical (except supv)	Service Employees Intl
MS/2	?	All State Employees	State Employees Assn of MS (SEAM)
MT/1	60	Correctional Ofcrs	MT Public Employees Assn
		Teachers/Probation, Parole Ofcrs	MT Federation of State Employees
		Trades	Various Trade Unions
MT/2	72	Cottage Life/Maint/Clerical/Kitchen	MT Public Employees Assn
		Teachers	MT Teachers Assn
		Prof Social Workers	MT Public Employees Assn
NC 1&2	75	State Employees	State Employees Assn of NC
ND/3	20	Correctional Staff, Adult & Juv.	ND Public Employees Assn
ND/6	—		ND Public Employees Assn
NE/3	51	Protective Svcs	NE Assn of Correctional Employees/AFSCME
		Hlth/Non Prof/Soc Svcs/Couns	AFSCME
		Maint/Trades/Tech	AFSCME
		Engin Sciences & Resources	AFSCME
NE/5	60	Support Staff	NAPE/AFSCME
NE/6	10	Field Ofcrs	
NH/1	65	All Staff	NH State Employees Assn
NH/2	48		NH State Employees Assn
NJ/6	100		CWA
NM/3	20	Correctional Ofcrs	NM Correctional Wkrs Assn
NV/1	34 est.	State Employees	State of NV Employees Assn (SNEA)
NV/2	40	State Employees	SNEA, Sagebrush Chapter
NV/5	—		SNEA
NV/6	48.5	State Employees	SNEA
NJ/3	90	Prof/Admin/Clerical/Supv	Communication Wkrs of America
		Health Care Unit	AFSCME
		Oper/Maint/Svcs/Crafts	Intl Fed of Prof and Tech Engineers
		Law Enforcement	Police Benevolent Assn

UNIONS / EMPLOYEE GROUPS continued...

STATE/CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
NY/1	91	Security Svcs Unit/Sec Supv Unit	AFSCME/AFL-CIO, Council 82
		Admin Svcs Unit/Oper Sys Unit	Civil Svc Employees Assn, Inc (CSEA)
		Institutional Svcs Unit	(CSEA)
		Prof/Scientific/Tech Svcs Unit	Public Employees Federation/AFL-CIO
NY/2	94	Institutional Svcs Unit	CSEA
		Oper Svc Unit/Admin Svcs	CSEA
		Prof/Scient/Tech	Public Employess Federation
NY/6	93	Prof/Tech/Scient	Public Employees Federation
		Admin Svcs Unit	CSEA
		Security Unit	Council 82
NYC/1	—	Correctional Ofcrs	COBA
		Captains	Captain's Assn
		Warden I	ADW Assn
		Career Positions	Various Locals (DC-37, Local 237, CWA-1180 etc.)
NYC/2	95		
NYC/6	90	Probation Ofcrs	United Probation Officers Assn
		Clerical	District Council 37
		Administrative Assistants	Communication Wkrs of America
		Attorneys	Teamsters/Civil Svc Bar Assn
OH/2	73.8	Social Wkrs/Health Care	OH Health Care Empl Union
		Yth Leaders/Maint/Educ/Food Svc/Cler	AFSCME/OCSEA
		Teachers/Guidance Couns	OEA/SCOPE
OK/5	—	State Employees	OK Public Employees Assn
		Teachers	OK Education Assn
OR/1	80	OR State Corr Inst/Sec and Non-Sec	OR Public Employees Union (OPEU)
		OR State Penit/DOC Release Ctr	AFSCME
		OR Womens Corr Ctr/Central Office	AFSCME
		East OR Corr Inst/Prob & Parole Ofcrs	Federation of Parole and Probation/AFSCME
OR/2	75	Inst Staff (except teachers)	OR Public Employees Union
		Parole Ofcrs	AFSCME
		Institutional Teachers	OR Education Assn
OR/5	63	Percent Noted	AFSCME
PA/1	80	Various	AFSCME
		Social Svcs	PA Social Svcs Union (PSSU)
		Nurses	PA Nurses Assn (PNA)
		Teachers	PA Fed of Teachers (PFT)/PA State Educ Assn (PSEA)
PA/2	91	Counseling Staff	PSSO
		Child care/Support Svcs	AFSCME
		Nurses	PNA
		Grounds Security	Plant Guards
PA/6	88	Parole Agents/Par Supv/Invest/Cler	AFSCME
		Para Prof	PSSU
RI/1	80	Correctional Ofcrs	RI Brotherhood of Correctional Ofcrs
		Probation/Parole	RI Prob & Parole Assn
		Clerical/Maint/Dep Marshals	AFSCME & Council 94 F.O.P.
		Prof/Doctors, etc.	Independent
		Teachers	Howard Teachers Union
SC/1	0		
SC/2	20	All Agency Employees	SC State Employees Assn
		Education Division	SC Education Assn
SC/6	35	Percent noted	SC State Employees Assn
SD/3	0		
SD/2	20	All Agency Employees	SD State Employees Org

UNIONS / EMPLOYEE GROUPS

STATE/CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
TN/3	55 est.	Career Employees	TN State Employees Assn
		Brushy Mt. Prison/Non Supv	AFSCME
TN/6	—	All Employees	TN State Employees Assn
TX/1	—		TX Public Employees Assn/CWA
			TX State Employees Union
			Correctional Employees Council/CLEAT
TX/2	—	No response	
TX/6	—	All employees	TX Public Employees Assn
UT/1	45	State Employees	UT Public Employees Assn (UPEA)
		Certified Ofcrs	AFSCME/WAGE
UT/2	—	All Employees	UT Public Employees Assn
UT/5	36	Board Members/Staff	UT State Prison Employees Assn
VA/3	0		
VA/5	0		
VT/1	85	Percent Noted	VT State Employees Assn
VT/2	100	Non Mgmt & Supv Employees	VT State Employees Assn
WA/1	90	Division of Prisons	WA State Correctional Employees Assn
		Div Community Corrections	WA Federation of State Employees
WA/2	75	Juv Rehab Counselors	AFSCME
		Maint	AFSCME
WI/3	65	Correctional Ofcrs/Sec & Pub Safety	AFSCME
		Youth Couns/Clerical	AFL-CIO
		Probation/Parole Agents/Prof Soc Svcs	AFL-CIO
WI/5	81		WI State Employees Union/AFSCME
WV/3	3	Percent Noted	AFSCME
WY/4	45	Percent Noted	WY Public Employees Assn
WY/6	30	Percent Noted	WY Public Employees Assn

KEY TO CODES

1=Corrections Departments/Adult
2=Corrections Department/Juvenile
3=Corrections Departments/Adult & Juvenile
4=Corrections Divisions
5=Pardons and Parole Boards
6=Probation/Parole/Aftercare Departments/Adult & Juvenile

ABOUT BJS...

This section on statistics would not be complete without mention of the U.S. Department of Justice, Bureau of Justice Statistics (BJS). During fiscal 1988 BJS published *Report to the Nation on Crime and justice: Second edition.* This nontechnical portrait of crime and its victims is in a news magazine format with color graphics and maps. It highlights the latest research and statistics, much of which were developed by BJS. It answers such questions as: How much crime is there? Is it increasing or decreasing? Whom does it strike? When and where does it happen? Who is committing the offenses? What are we doing about it? How much does the criminal justice system cost?

The Bureau of Justice Statistics has developed a program that responds to the diverse requirements of the 1979 Justice System Improvement Act and the 1984 Justice Assistance Act. To fulfill this objective, BJS collects, analyzes, publishes and disseminates statistics on crime, victims of crime, criminal offenders and operation of justice systems at all levels of government; provides financial and technical support to state statistical and operating agencies; analyzes national information policy on such issues as the privacy, confidentiality and security of criminal justice data and the interstate exchange of criminal records; provides basic information on crime and justice to the President, the Congress, the judiciary, state and local governments, the public and the media.

Crime

The Bureau's largest statistical series is the National Crime Survey (NCS)–the nation's only systematic measurement of crime rates and the characteristics of crime and crime victims using nationwide household surveys. In March BJS released preliminary victimization rates for 1987. Basically unchanged from 1986, they remained at the lowest level in the 14-year history of the NCS.In October final results confirmed the preliminary estimates. For example, the final rate for crimes of violence was 28.6 per 1,000 persons vs. the preliminary rate of 28.0. The October report showed a 1.8% increase in the overall volume of crime, a change that was not large enough to affect the rates.

In fiscal 1988, for the eighth year, BJS released *Households touched by crime, 1987* (BJS Bulletin, May 1988). This NCS indicator showed that victimization by crime–one of the most common negative life events a family can suffer–touched 24% of U.S. households in 1987.

A total of seven reports on criminal victimization were produced in fiscal 1988. Several of these reports combine data over a number of years to allow greater in depth analysis than possible with a single year's data.

Corrections

Few aspects of criminal justice have been subject to more intense debate over the past several years than corrections policy. As a result of public demand for stiffer sentences, increased use of mandatory sentencing, and demographic changes that have enlarged more "prison-prone" age groups in society, prisons have filled above capacity, leading to greater demands on correctional systems.

BJS corrections statistics provide systematic data on correctional populations and agency workloads. They cover probation, local jails, State and Federal prisons, parole, and persons under sentence of death.

During the year BJS released the first reports from the 1986 quinquennial Survey of Prison Inmates.The quinquennial survey interviewed nearly 14,000 State prisoners throughout the Nation. This representative sample of prisoners was asked to describe their criminal histories, demographic characteristics, family situations, use of alcohol and drugs, and, for violent offenders, characteristics of their victims. Other reports using data from the survey are being prepared.

Early in fiscal 1988 BJS conducted a nationally representative survey of 2,621 juvenile offenders in 50 State-operated youth correctional institutions. As in the adult prison survey, these juvenile offenders were queried about their criminal and drug-use histories. The first report from this survey, *Survey of youth in custody, 1987* (BJS Special Report, September 1988), contributed new information on the backgrounds of the most serious offenders dealt with by the juvenile justice system.

The National Prisoners Statistics (NPS) series dates back to 1926. It provides yearend and midyear counts, by jurisdiction, of prisoners in State and Federal institutions. *Prisoners in 1987* (BJS Bulletin, April 1988) and a September 1988 press release document the continued growth in the Nation's prison population. The number of persons in State and Federal prisons reached the record high of 604,824 by June 30, 1988.

Also released during the year was the detailed report, *Correctional populations in the United States, 1985* (BJS Final Report, December 1987). A third major NPS report, *Historical statistics on prisoners in State and Federal institutions, yearend 1925-86* (May 1988), provided the first full compilation of prisoner counts by State over the 60-year history of the program.

The National Probation Reports series provides annual data, by State, on the number of admissions to probation supervision and the yearend total of persons under such supervision. The Uniform Parole Reports Program, begun in 1965, provides data on the population and characteristics of persons admitted to and released from parole supervision. his program also gathers information from States on legislative and administrative changes

likely to affect length of sentences and time served in correctional institutions.

The annual *Probation and parole 1987* (BJS Bulletin) was released in December 1987. At yearend 1987, more than 2.2 million adults were on Federal or State probation and more than a third of a million were on parole.

The National Corrections Reporting Program (NCRP) gathers data on the characteristics of offenders admitted to or released from prisons. It has been integrated with Uniform Parole Reports to provide complete overview of sanctioning across the States–from prison entry through termination of parole for each offender.

In fiscal 1988 NCRP data on time served in prison were analyzed and published in *Time served in prison and on parole, 1984* (BJS Special Report, December 1987). This report provides, for the first time, the total time an offender serves on a court sentence and the proportion of time actually spent in confinement and under supervision in the community. Overall, persons released from prison in 33 States in 1984 served a median term of 17 months, or 45% of their original court-order, maximum sentence.

In fiscal 1988 work continued on an international study of time served in prison in five countries. Results will be published in fiscal 1989.

BJS continues work on recidivism of criminal offenders. Under the BJS National Recidivism Reporting System (NRRS), BJS links criminal history information from the FBI and participating States to build data bases on selected groups of offenders.

In addition BJS designed and built a second NRRS data base containing more than 300,000 criminal-history records on a representative sample of 16,355 persons released from prison in 11 States in 1983.

Also during the year BJS began development of a third NRRS recidivism data base on persons arrested for the first time in 1978 and 1984, regardless of whether they were convicted or incarcerated. Previous NRRS data bases have been limited to persons who had been sentenced to prison and subsequently released.

The Corrections Statistics Program also reports separately on State prisoners sentenced to execution. *Capital punishment 1987* (BJS Bulletin, July 1988) provided a detailed overview across the States, a review of related Supreme Court activity during the year, and information on persons sentenced to death and executed during the year.

Adult correctional populations

An estimated 3.4 million adult men and women were under some form of correctional supervision at yearend 1987–equivalent to 1 in 52 U.S. residents age 18 and older. This total adult correctional population is 6.8% larger than in 1986 and 40% larger than in 1983.

Of the 3.4 million adults in correctional care or custody at yearend 1987, 3 of 4 were being supervised in the community:

Total	3,460,960	100.0%
Probation	2,242,053	64.8
Parole	362,192	10.5
Prison	562,623	16.2
Jail	294,092	8.5

From 1983 through 1987 the number of men and women under community supervision grew faster than the number of incarcerated adults:

- parolees increased by 47%
- probationers by 42%
- prisoners by 33%
- jail inmates by 33%

In the first six months of 1988 the Nations' Federal and State prison population grew by 4%, creating a continuing demand for about 900 new prison beds every week.

During 1925-86 the average annual growth rate for the prison population was 2.8%; from 1980 to 1986, the average annual percent increase was 8.8%.

On June 30, 1988, 5.1% of all prison inmates were women, the highest percent since record keeping began in 1926. In the first half of 1988 the female prison inmate population grew by 6.7% vs. 3.9% for males. Since 1980 the number of female inmates grew from 13,420 to 30,834, a 130% increase. The number of male inmates grew from 316,401 to 573,990, an 81% increase.

In the past decade the percent of offenders who left prison as a result of a parole board's discretionary decision declined from almost 72% of person released in 1977 to 41% of those released in 1987. This is the result of an increased use of determinate sentencing in which each prisoner serves the full sentence the court hands down minus credits earned for good behavior or meritorious conduct.

Prison and jail crowding

Crowding is a serious problem for many localities and States:

- The Nation's prisons are operating at between 7% and 24% above capacity.
- Most State prison systems and the Federal system are filled beyond reported capacity.
- To relieve crowding many States have provisions for sentence reductions, rollbacks, early releases, and other mechanisms to reduce prison populations.
- 16 States said that 12,220 prisoners were backed up in local jails because their prisons have no room for them.

Total inmate living space in State prisons throughout the country grew by 29% between 1979 and 1984. In the same period the number of prisoners grew 45%, resulting in an 11% decline in the average amount of living space per inmate. Over the same period the number of employees in State prisons grew as rapidly as the number inmates.

There is little evidence that prison population density levels were directly associated with elevated inmate death rates, inmate-on-inmate assaults, or other disturbances. Such events occurred more frequently in maximum security facilities, irrespective of their population densities.

Nearly three-fourths of the Nation's jail population in 1986 was housed in the jails of 361 jurisdictions, each with an average daily population of at least 100 inmates. In 1986 about 26% of these jails held inmates for State, Federal, or other local authorities because of crowding elsewhere vs. 22% in 1985 and 21% in 1983. Overall, BJS estimates that the Nation's jails were operating at 96% of rated capacity in 1986.

Characteristics of prison inmates

Of State prison inmates in 1986–

- 66% were convicted violent offenders (either the current offense or a previous conviction)
- 95% were convicted violent offenders or previously had been sentenced to probation, jail, or prison.

In 1988 about 5% of the Nation's Federal and State prisoners were women. They numbered 30,834 among the Nation's prisoners at midyear 1988, increasing at a faster rate during the first half of the year (6.7%) than males (3.9%). Yet, the incarceration rate for males (462 per 100,000 resident males) was about 20 times higher than for sentenced females.

Characteristics of juveniles in long-term facilities

An estimated 39% of the 18,226 juveniles held in long-term State youth correctional institutions throughout the United States during 1987 had been incarcerated for violent crimes. Another 24% were incarcerated for burglary, the most common specific offense.

Almost 60% of these juveniles (boys and girls under age 18) reported that they used drugs regularly, and more than 25% said they had regularly used a major drug, such as heroin, cocaine, PCP, or LSD.

Half the juveniles who had used any drug said they had begun at age 12 and younger. Half who had used a major drug said they started at age 14 and younger. An estimated 48% said they were under the influence of drugs or alcohol at the time of the offense that led to their incarceration.

An estimated 72% of the juveniles said they had not grown up with both parents. Most of these juveniles–about half the juveniles in long-term confinement–said they had lived primarily with their mothers. And more than half of them reported that a family member also had been imprisoned at least once. About 26% said their fathers had been incarcerated.

Of the juveniles-

- 93% were male
- 52.5% were white
- 41.4% were black
- 6.1% were American Indians, Asians, Alaska Natives, or Pacific Islanders
- 14.5% were Hispanic

About 2% of the juveniles were confined for a status offense, such as truancy, running away, or incorrigibility, which would not be criminal if committed by an adult.

Many of these juveniles had long criminal histories:

- Almost 43% had been arrested more than 5 times.
- More than 20% had been arrested more than 10 times.
- Almost 60% said they had been committed to a correctional institution at least once before their current confinement.

Among juveniles confined for a violent offense, 41% said they had used a weapon while committing their crime-almost 20% said they had used a gun.

Among all the juveniles, 57.5% said they had a current violent offense or had previously been on probation or had been incarcerated for a violent crime.

Corrections funding

The Nation spent $13 billion on all forms of Federal, State, and local corrections during fiscal 1985. The activities included building and operating jails and prisons as well as administering probation and parole programs.

This $13 billion amounts to less than one penny of every dollar spent by Federal, State, and local governments.

State and local governments bear the greatest burden of correctional expenses. An average of 1.9% of their spending was devoted to corrections in 1985.

State governments alone devoted 3% of their total spending to corrections–mostly to operate, maintain, or build prisons or other correctional facilities. Counties spent 4% on corrections, mostly on jails.

Of the almost $8.9 billion that States spent on corrections in 1985, 84% was for operating or building prisons or other correctional facilities (up from 76% in 1977). (Other corrections spending includes probation and parole.) County spending on corrections was almost $3.3 billion, of which 80% was for operating and building jails (up from 70% in 1977).

For all governments combined, spending for corrections from 1979 to 1985 increased at a greater rate (116%) than for any other justice function. For State governments the increase was 129%; for the Federal Government, 100%; and for local governments, 97%.

Data have been available on the construction of State prisons since 1977. Since then State governments increased the percent of total corrections expenditure for prison construction from a low of 7.7% in 1977 to 11.2% in 1985.

Between 1977 and 1985 State and local governments split the distribution of their corrections spending (including capital and operating costs) between institutions on the one hand and probation, parole, and pardon on the other.

Between 1977 and 1985, State governments raised the proportion of their corrections spending for institutions from 76.3% to 83.9%, thereby lowering the percent for probation.

- county governments raised their spending for institutions from 70.1% to 79.8%
- municipalities raised their spending for institutions from 76% to 91.9%.

Similar data for the Federal Government are available only for 1985; in that year 75.8% of direct Federal spending for corrections was for Federal institutions; 16.2% was for probation, parole, and pardon.

Capital punishment

At yearend 1987, 1,984 persons were under a sentence of death in 34 States. Of these–

- all but one had been convicted of murder
- one had been convicted of capital rape of a child
- 99% were males
- 57% were white
- the median age was nearly 33
- two-thirds had prior felony convictions
- more than 1 in 10 had a prior homicide convictions
- a fifth were on parole at the time of their capital offense
- nearly another fifth had pending charges, were on probation, or were prison inmates or escapees when they committed their capital offense
- excluding those with pending charges, a third of those awaiting execution were under sentence for another crime when the capital offense was committed.

Source: Bureau of Justice Statistics *Annual Report Fiscal 1988.*

ACA OVERVIEW

The American Correctional Association (ACA) was founded in 1870 as the National Prison Association, later called the American Prison Association. The first Congress was convened that year in Cincinnati, Ohio where then Ohio governor and future U.S. President Rutherford B. Hayes was elected first president of the Association. The Congress adopted the far-reaching Declaration of Principles that still stands as a progressive document of correctional goals.

In 1954, reflecting the expanding philisophy of the field and the Association's broadening role, the name of the American Prison Association was changed to the American Correctional Association.

For more than a century the American Correctional Association has made a continued appraisal of its role as the national forum in the field of crime prevention and correction in order to insure that its efforts are geared to the social needs and the knowledge of the times. The Proceedings of the more than one hundred Congresses offer dramatic evidence of this activity.

Working towards a unified voice in correctional policy, the ACA has been actively involved in developing a national correctional philosophy; designing and implementing standards for correctional services and methods for measuring compliance; and providing publications, training and technical assistance.

The Association's new headquarter's office is located in Laurel, Maryland and is staffed by over ninety men and women dedicated to serving the membership of the Association.

The ACA has maintained an average annual operating budget of $4 million during the past two years. This budget is supported primarily by membership dues from individuals, correctional institutions and agencies.

Additional income to support various programs and activities is derived from the sale of publications, advertising, exhibit space, registration fees at meetings, contract consultation services, training, technical assistance and contributions.

The ACA structure is somewhat similar to a large federation. Instead of comprising divisions of service, the Association is made up of affiliate organizations and chapters–63 different groups representing the entire spectrum of correctional programming.

Each affiliate or chapter is organized with its own constitution and bylaws, and each performs a valuable service in a specific area. Affiliates and chapters are voted into the Association by the Board of Governors after having met criteria established by the Board.

Affiliates and chapters contribute to the total policy development of the Association through their appointed members of the Delegate Assembly. The number of delegates representing each affiliate and chapter is directly related to the number of members each has in the ACA.

The ACA has four regional affiliates, 28 professional affiliates and ten state affiliates. Dual membership, the fourth category, is available in 21 states where membership is provided in both ACA and the state chapters.

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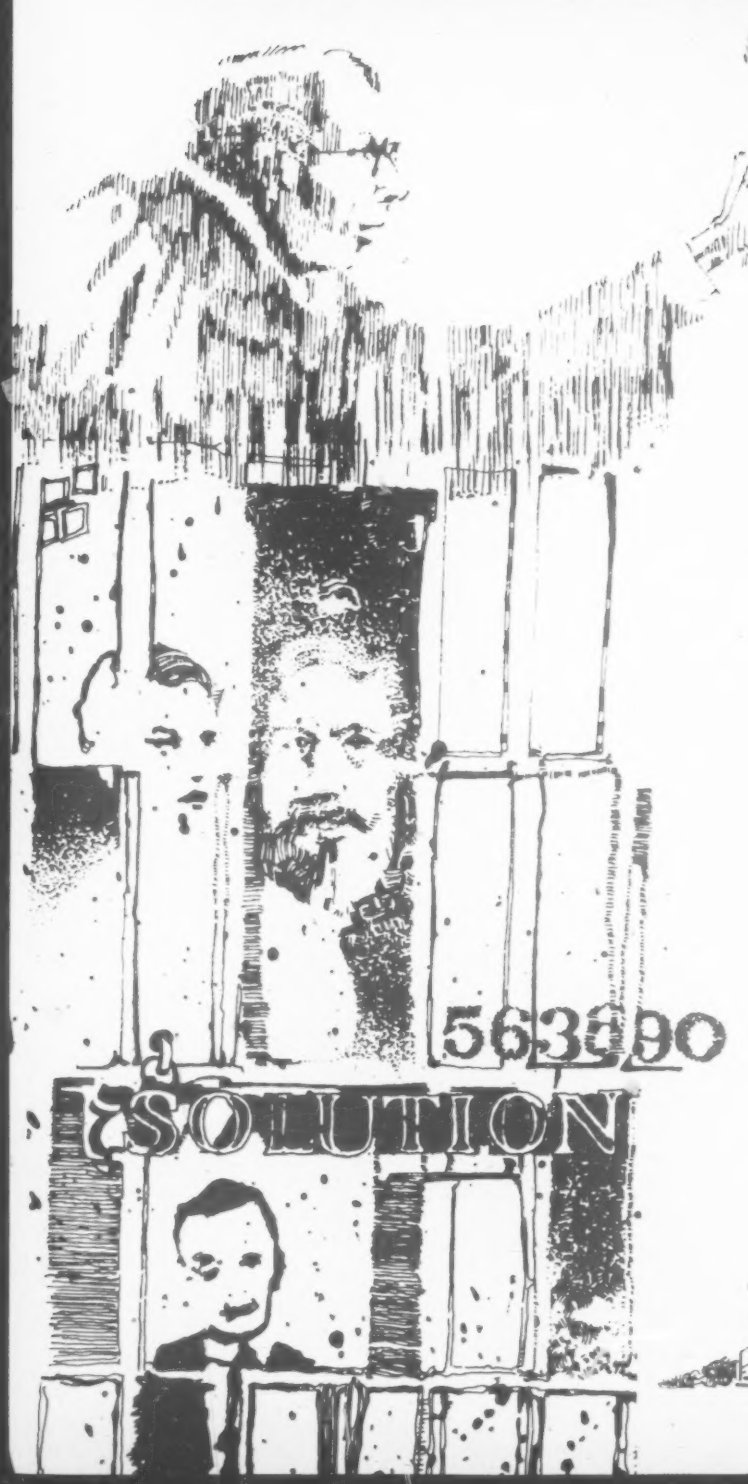

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